



Animal and Plant Health Inspection Service

**APHIS
PROGRAM DELIVERY
OUTREACH ACCOMPLISHMENT
REPORT
FISCAL YEAR 2005**

/s/ Kevin Shea /for

W. Ron DeHaven
Administrator

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Date

APHIS Fiscal Year 2005 Outreach Accomplishment Report

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BACKGROUND

Outreach is a critical part of the APHIS civil rights program. Departmental regulations require that APHIS reach out in proactive ways to persons who have not traditionally participated in its programs and activities. APHIS conducts outreach at the local, state, regional and national levels to ensure that information on its programs and activities is widely disseminated. APHIS' Civil Rights Enforcement and Compliance (CREC) office is the primary coordinator and monitor of outreach within the agency. Working closely with each APHIS program area, USDA's Office of Outreach, and other USDA agencies, CREC coordinates and monitors a consistent and active outreach program. Each fiscal year, CREC, in conjunction with the APHIS program areas, publishes this accomplishment report to provide a record of outreach. The APHIS outreach organizational structure is noted on Page 4.

APHIS OUTREACH MISSION

Enhance and expand opportunities for current and potential beneficiaries to participate in and benefit from APHIS programs and services.

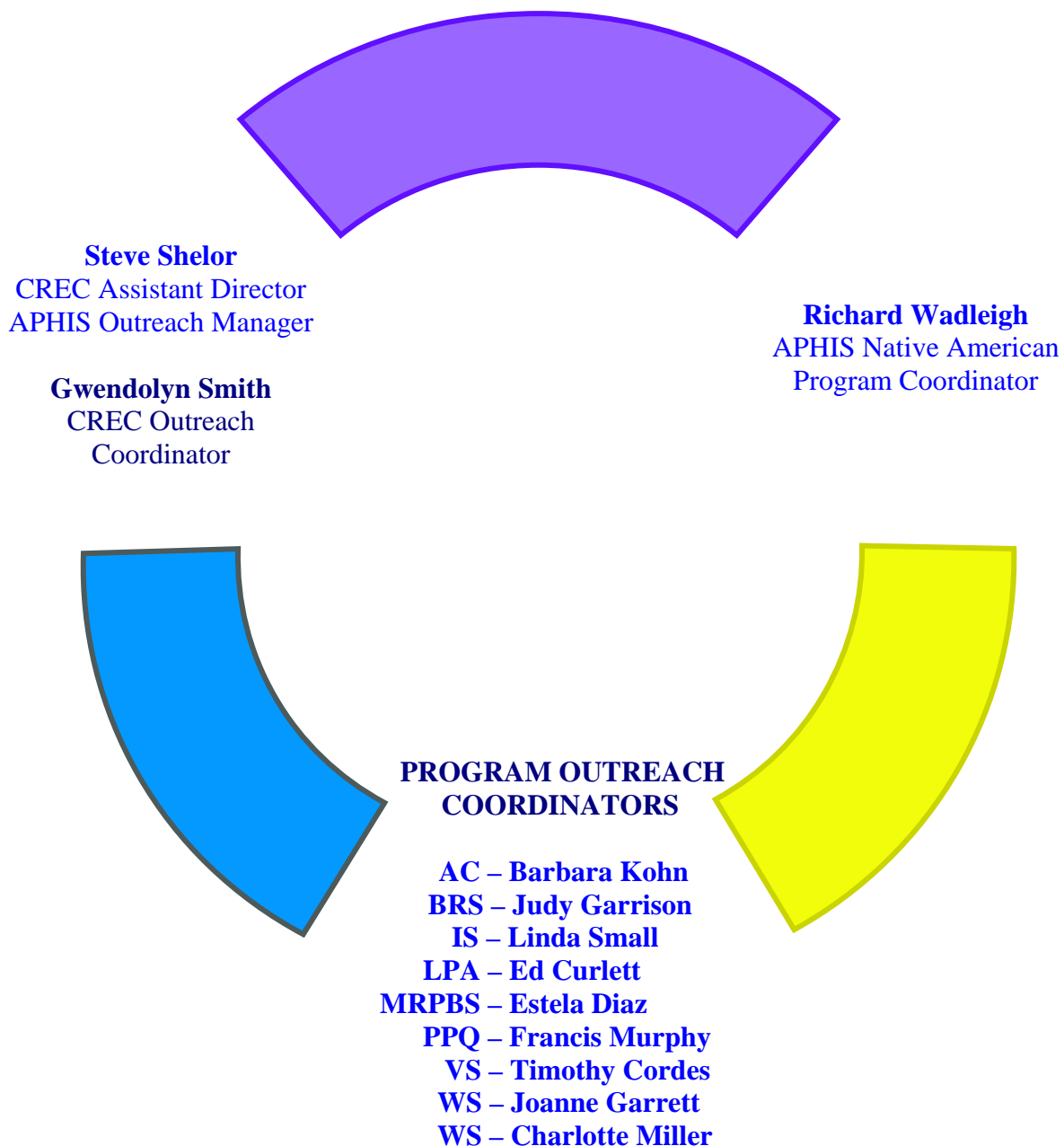
APHIS OUTREACH VISION

Be the leader at USDA and among Federal agencies in delivering programs and services in the most equitable manner to all current and potential customers.

APHIS OUTREACH OBJECTIVES

- Improve the delivery of programs and services to existing customers.
- Develop and increase program delivery outreach efforts to under served customers.
- Ensure that internal policies, practices and systems support fair and equitable delivery of programs and services.
- Ensure that managers, supervisors and employees are accountable for program delivery outreach.

Animal and Plant Health Inspection Service Outreach Structure



Note: APHIS Outreach Activities are in conjunction with USDA's Office of Outreach.

PROGRAM DELIVERY OUTREACH HIGHLIGHTS

Objective #1: Improve the delivery of programs and services to existing customers.

APHIS employees responded to the recent hurricanes and supported the livestock recovery efforts that were ongoing in Louisiana and Mississippi. Unclaimed animals were eligible for adoption after October 2005, under a provisional adoption programs. The animals could also be claimed by the owners until December 31, 2005. APHIS emergency support functions are still ongoing in Texas.

APHIS employees provided extensive contacts and technical assistance to existing customers through presentations, detail of personnel, and media events in radio, television, and Public Service Announcements. They interacted with the general public, local, State, Federal, and industry groups to provide information and materials on our overall mission and responsibilities for specific animal and plant health issues.

APHIS employees constantly worked to develop a viable and consistent approach for marketing and delivering APHIS programs and services to the global community by improving program delivery outreach efforts and activities within individual states, territories and when requested abroad.

APHIS developed a national emergency response plan through the formation of the National Animal Health Emergency Management System.

Objective #2: Develop and increase program delivery outreach efforts to under served customers.

APHIS continues to work directly with Native American tribes via Memorandums of Understanding (MOUs) and cooperative agreements to address local issues. A cooperative agreement was continued with the Intertribal Agriculture Council (IAC), National Tribal Development Association (NTDA), and Montana/Wyoming Indian Stock Growers Association (MWISGA) to complete MOUs with 123 new Tribes and to assist with development of Emergency Response Plans. APHIS also entered into Cooperative Agreements with several Tribes and their partners for developing an Animal ID system as part of a \$16.4 million National Program.

APHIS continues its association with the Washington Internships for Native American Students (WINS) program to provide work experience and mentoring with selected individuals from Native American tribes. This is in conjunction with a 6-hour credit course at American University.

Objective #3: Ensure that internal policies, practices and systems support fair and equitable delivery of programs and services.

APHIS On-Line Outreach: A catalog of official APHIS press releases, fact sheets, brochures, industry reports and other publications are located on the APHIS Web Page at www.aphis.usda.gov.

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Agency policies and operating practices are reviewed annually to insure that criteria and regulatory terminology/language are developed based on thorough analysis and are administered in a fair and equitable manner.

Objective #4: Ensure managers, supervisors and other employees are accountable for program delivery outreach.

The Administrator communicated the Agency's civil rights expectations in his agency civil rights policy statement. The policy was issued to all APHIS employees via a weekly pay statement.

All APHIS supervisors and managers GS-13, GS-14, GS-15 and Senior Executives are required to implement the same civil rights performance measures assigned to the Administrator.

APHIS developed a comprehensive data base system designed to document, monitor, and report the civil rights accomplishments of more than 300 managers and supervisors in Grades GS 13 through Senior Executive levels. Accomplishments reports were submitted as required by Management Directive 715.

DESCRIPTION OF APHIS PROGRAM FUNCTIONS

Animal Care (AC)

AC provides leadership in establishing acceptable standards of humane animal care and treatment and to monitor and achieve compliance with the Animal Welfare Act through inspections, education, and cooperative efforts.

Biotechnology Regulatory Services (BRS)

BRS regulates the field testing, movement, and importation of genetically engineered (GE) organisms that are known to be or could be plant pests. BRS issues various types of permits for each of these activities. The BRS compliance program inspects, audits, and oversees activities under the permit process. BRS also evaluates petitions for deregulation to ensure that products being considered for removal from regulation do not pose a threat to U.S. agricultural or environmental health.

International Services (IS)

IS provides internationally-based animal and plant health expertise that enhances USDA's capacity to safeguard American agricultural health and promote agricultural trade.

Legislative and Public Affairs (LPA)

LPA works to achieve understanding and support for APHIS programs and policies by establishing and maintaining mutual lines of communication with people who are interested in or need to know about those programs and policies.

Marketing and Regulatory Programs-Business Services (MRPBS)

MRPBS plans and provides resource management and administrative services to support APHIS objectives in the areas of budget, finance, human resources, information technology, procurement, property management and related administrative services. Primary responsibilities include developing administrative management policy and procedures, implementing and operating administrative servicing systems, providing administrative support to agency units and programs, and evaluating agency administrative systems.

Plant Protection and Quarantine (PPQ)

PPQ safeguards agriculture and natural resources from the risks associated with the entry, establishment, and spread of animal and plant pests and noxious weeds. Fulfillment of its safeguarding role ensures an abundant, high-quality, and varied food supply, strengthens the marketability of U.S. agriculture in domestic and international commerce, and contributes to the preservation of the global environment.

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Veterinary Services (VS)

VS protects and improves the health, quality, and marketability of our nation's animal products and veterinary biologics by preventing, controlling and/or eliminating animal diseases, and by monitoring and promoting animal health productivity.

Wildlife Services (WS)

WS provides Federal leadership in managing problems caused by wildlife. WS recognizes that wildlife is an important public resource greatly valued by the American people. By its very nature, however, wildlife is a highly dynamic and mobile resource that can damage agricultural and industrial resources, pose risk to human health and safety, and affect other natural resources. The WS program carries out the Federal responsibility for helping to solve problems that occur when human activity and wildlife are in conflict with one another.

OUTREACH ACCOMPLISHMENTS BY PROGRAM AREA

Animal Care

Delivery of the Animal Care program involves enforcement of the Animal Welfare Act and the Horse Protection Act. Our mission is to provide leadership in establishing acceptable standards of humane animal care and treatment and to monitor and achieve compliance with the Animal Welfare Act through inspections, education, and cooperative efforts, and to provide leadership in establishing a cooperative program for enforcement and education concerning the Horse Protection Act. To aid in this endeavor, Animal Care has developed and maintains an active outreach program, supporting a permanent, full-time position in Legislative and Public Affairs to manage many aspects of our outreach. In addition, each employee is charged with providing information and assistance to the public upon request, and through the performance of their assigned duties. As a result of program commitment to outreach efforts, Animal Care has established 2 Outreach Committees comprised of a broad cross-section of field and regional offices and Headquarters employees to develop specific outreach initiatives for FY 2005 and beyond.

Improve delivery of programs and services to existing customers.

At last accounting, the Animal Care quarterly industry report was distributed to over 3,000 customers. This document, in conjunction with our web page, updates customers on Animal Care activities and accomplishments. We have more than doubled distribution of the report since its inception during FY 1997. Updates are now available on the Animal Care home page at www.aphis.usda.gov/ac.

Result: This activity provides information and updates on Animal Care programs and initiatives to a broad range of parties, both regulated and nonregulated, by using electronic distribution through our web site. This allows fast, reliable service to any member of the public and any regulated party.

Animal Care continued its commitment to providing information and assistance to the public, responding to over 20,000 telephone inquiries (headquarters and Regional offices), and answering over 22,000 pieces of correspondence, including regular mail, e-mail, faxes, and write-in campaigns. Animal Care also served as the source for over 1,000 pieces of executive correspondence.

Result: Animal Care's communication policy and handling of correspondence and inquiries from the public allows us to disseminate information to and educate a broad spectrum of interested parties with critical information on the Animal Welfare Act, the Horse Protection Act, and our enforcement efforts. Information requests frequently involve inquiries as to the requirements for licensure (when it is needed and how to become licensed – approximately 3,000 prelicensing packages were sent in response to inquiries), providing information to persons not previously served under these Acts. Animal Care has distributed over 27,000 copies of the AWA and AWA regulations and standards (a combined booklet) in FY 2005, as well as over 1,900 units of HPA information, including Scar Rule pamphlets, a new brochure, and the current HPA Operating Plan.

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Animal Care continues to employ information technology in its contacts with customers, stakeholders, and other members of the general public. We maintain an e-mail box for headquarters and each of the regional offices, highlighted on our home page, and provided e-mail responses to over 1,000 messages per month. In FY 2005, we have responded to an estimated 20,000 e-mail inquiries. Although we do not record the numbers anymore, our web page has traditionally received over 12,000 hits a year. In addition, we maintain an automated voice response service number for questions about traveling with animals. This 24/7 toll-free information system averages about 3,000 calls a year.

Result: These communication services allow over 35,000 parties per year to query Animal Care and obtain information they would likely not request through regular correspondence.

Animal Care continues to improve its web site construction. In FY 2000, we upgraded it to be the first USDA home page that is visually-disabled accessible. We also provide many of our documents, including the Animal Welfare Act (AWA), the AWA regulations and standards, the Horse Protection Act (HPA), the HPA regulations, policies, fact sheets, and other published booklets and technical bulletins on our home page. Animal Care's "current" or open regulatory documents published in the Federal Register are linked to our home page. A direct link to our e-mail box is also provided on the site. The Animal Care web site has averaged over 1,000 hits a month (over 12,000 a year).

Result: This service allows persons to contact and obtain information about our program and its services 24 hours a day, at the convenience of the public. Use of electronic media for information dissemination allows us to serve more people than relying solely on traditional methods of correspondence.

In addition to our own web page, we maintain the web page for the APHIS Native Working Group (ANAWG). We also maintain multiple e-mail lists for the group and serve as a primary point of contact for ANAWG with the general public.

Result: This web-page provides a focus for information about APHIS programs and their impact on Native American programs and enterprises.

Animal Care responded to approximately 700 Freedom of Information Act (FOIA) requests for Animal Care documents in FY 2005. To aid in improved response to FOIA requests, we began posting annual reports from research facilities on our web site. These reports, temporarily removed by the Department at the request of DOJ for security reasons, have been put back on-line on our web page in 2005. On October 1, 2001, our E-FOIA (electronic FOIA) site was originally brought on line. Inspection reports could be accessed and downloaded directly from our database, providing information easily and rapidly to all interested parties. Based on legal and security reasons, the Department closed the E-FOIA site for several years. In FY 2005, we received permission from DOJ to restart an E-FOIA web site. Currently only FOIA-cleared, frequently requested documents are available electronically, but we are working with FOIA to make more documents available through this web site as soon as possible. Animal Care is also developing a new database that will make the project easier technologically. All information accessible through this site can still be requested through our Regional offices and the APHIS FOIA office.

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Result: Electronic access to inspection reports, as well as regular access for all releasable information under FOIA, provides a service to all regulated and nonregulated parties by opening our procedures to the public in the timeliest and secure manner possible under the law.

Animal Care continued its ongoing program of cooperation and communication with stakeholders, with employees participating in and providing presentations at international, national, regional, and local industry and stakeholder meetings. Animal Care has made over 220 presentations at over 150 meetings in FY 2005. Informative materials and booth exhibits were provided at over 125 meetings. This represents approximately 77 percent of meetings attended in FY 2005.

Result: Animal Care participates in many local, State, regional, national, and international meetings, providing information and updates to thousands of stakeholders and interested parties. We promote Animal Care, as well as other APHIS programs as appropriate. Our participation serves to strengthen our ties to the regulated community, animal concern groups, and the general public, encouraging better and more uniform enforcement of the Animal Welfare Act and the Horse Protection Act.

To promote discussion and understanding between stakeholders and Animal Care, in March 2005, we held general listening sessions to obtain input and encourage dialog. In addition, Animal Care has also held public meetings on Horse Protection, transportation, birds, and canine care.

Animal Care continues to update all outreach documents, including fact sheets and our new mission and operations brochure, "Animal Care: Safeguarding the Welfare of Animals." These materials, as well as a number of other publications, are distributed upon request and at more than over 125 meetings where Animal Care representatives have provided an information booth or otherwise distributed materials.

Result: The use of public meetings and listening sessions, as well as printed materials, enables all stakeholders to communicate and interact with Animal Care, and promotes improved animal welfare through education and understanding of compliance.

Animal Care assisted in more than 2,700 calls from the media in FY 2005. We are currently working with Legislative and Public Affairs to keep the public informed about Animal Care cases and enforcement actions, usually on a monthly basis. We are currently exploring the use of press releases and our web page to keep customers and stakeholders better informed about Animal Care activities.

Result: The use of press releases in local communities serves to keep all persons in those communities informed and advised of animal welfare activities and requirements.

Animal Care maintains active liaison activities with other Federal agencies, including National Institutes of Health, Food and Drug Administration, National Marine Fisheries Service (NMFS), Fish and Wildlife Service (FWS), Marine Mammal Commission, Environmental Protection Agency, Centers for Disease Control, and attends many meetings of the Interagency Research Animal Committee. We serve on the ICCVAM (Interagency Coordinating Committee on the Validation of Alternative Methods) committee and the USDA Farm Animal Well-being Task Group.

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Animal Care provided VMOs and other personnel to aid in the VS program to deal with Exotic Newcastle Disease (END) in the Western US. We also served as the main field force in the follow-up of monkey pox issues for the CDC/FDA. In addition, Animal Care expert personnel provided important help in the relief efforts after Hurricanes Katrina and Rita. Our people aided in the rescue of animals and people, as well as provided key aid in the recapture of 8 dolphins that had escaped from a regulated facility as a result of a storm surge, and the evacuation of important and valuable scientific research animals.

Results: AC cooperates with all interested parties, State, local, or Federal, that can use our expertise and presence to provide for the care and humane treatment of animals. AC also provides expert help to regulated parties and the communities in which they are found.

Innovative enforcement of our regulations has led to an increase in confiscation and placement efforts for animals that are found to be suffering. Cooperative efforts involving USDA, humane associations, sanctuaries, and industry members have allowed for the voluntary placement of animals and the surrender of the licenses of the regulated parties. Fiscal Year 2005 saw the confiscation/surrender/ placement of approximately 300 animals.

As part of Animal Care's enforcement and education actions, we performed approximately 1,000 searches for unlicensed dealers and exhibitors in FY 2005. As a result, 287 facilities were licensed and remain subject to the Animal Welfare Act regulations and standards. In FY 2005, this was done in conjunction with a 90-day drive to license all commercial dealers and breeders. The goal of this drive held June – August 2005, was education of the public and parties subject to regulation.

Animal Care has also increased efforts to register all carriers in the US that transport regulated animals. We notified the public and current and potential registrants about the coverage of foreign carriers bringing animals into and taking animals out of the US under the Animal Welfare Act. We have increased airport inspections to help educate parties not previously registered as carriers and to safeguard the welfare of the animals being transported.

Develop and increase program delivery outreach efforts to underserved customers.

Animal Care has established two working committees to address improvement of our outreach efforts. One group focuses on outreach efforts aimed at our regulated community, providing education and information to industry groups and other interested parties. A second group will develop outreach strategies that target the general population as a whole, including media campaigns and development of materials for distribution, such as printed information, web-based information, and cd-rom packages.

In FY 2005, Animal Care undertook several new initiatives to reach underserved parties. We funded and took the lead in APHIS/USDA program called AgDiscovery. This program provides a summer camp-like experience for interested students so they can become familiar with APHIS programs and foster an enduring interest in agricultural issues and careers. FY 2005 was the inaugural year for this program under AC, and our personnel helped develop and instruct a summer camp for 20 students. It was held at Alcorn State University, Alcorn, MS, and focused on animal welfare issues.

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We also initiated the 90-day drive to educate and license all commercial breeders and dealers. Information was provided on our web site that included contact information for our regional offices and detailed information about the drive.

Listening sessions and public meetings on a wide variety of animal welfare issues served to reach over 300 persons, providing a forum for information exchange and education about our program.

Animal Care continues to use our Public Service Announcement (commercial) on safe pet travel, and to provide brochures (over 20,000/year), "Live Animal" labels, fact sheets, luggage tags, and pencils to the public all geared to support our "Safe Pet Travel" campaign. The information in the update "Traveling with your pet" printed brochure can also be accessed electronically on our home page. Materials are provided to schools, travel agents, the general public, State veterinarians, and distributed at a wide variety of meetings and training sessions.

Animal Care has provided a Fact Sheet in Spanish which summarizes one of our most popular brochures, "Traveling with your Pet." In FY 2005, we continued to order the publication of the AWA and the regulations and standards in Spanish. These copies are distributed, as needed, from our regional offices and headquarters.

Our outreach materials are distributed in hard copy and most are available on our web site. Although we cannot count how many documents are downloaded from our site, we have distributed over 106,000 documents in printed format this year. These documents include, but are not limited to, the Animal Welfare Act, the regulations and standards, our AC Policy manual, technical notes and fact sheets, list of licensees and registrants, our annual report, our licensing and registration guide, Horse Protection Act and regulations, and Scar Rule booklet.

Animal Care provides members for the APHIS Native American Working Group (ANAWG), and supports its programs to reach out to Native American populations. We have sent representatives to the Intertribal Agricultural Council and the Native American Fish and Wildlife Society meetings. We maintain the ANAWG web site and several e-mail lists, and continue to be a primary point of contact for the public seeking information about this group.

Field inspectors continue to participate in local meetings, seminars, and school visits to provide information about the Animal Care program. In FY 2005, Animal Care inspectors have participated in over 50 local meetings and approximately 100 national and international forums.

Animal Care works under formal Memorandum of Understanding with NMFS and FWS in regulating marine mammals, with the States of Missouri, Iowa and Kansas in regulating dog and cat breeders, and with the FAA in monitoring the safety of animals in transport, and more informally with other USDA agencies and programs, including Veterinary Services, Legislative and Public Affairs, and Investigative and Enforcement Services. Animal Care was involved in the cooperative effort to fight END in the Southwest, which also involved a MOU with the Department of Defense.

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Animal Care has sponsored and organized, with the aid of the Library of Congress, meetings between our program and the State veterinarians, as well as a national meeting of APHIS, Animal Care, US Fish and Wildlife Service, and State wildlife officials. These seminars and meetings have been beneficial to the cooperation between State and Federal agencies.

Animal Care completed a research grant with the University of Utrecht, The Netherlands, to begin the development of reliable serological testing techniques to determine the TB status in elephants. Animal Care has also provided financial support to ILAR for the updating of their handbook on research animals.

Animal Care inspectors and staff have also participated in a multi-organizational task group on helping pets after natural disasters, FDA/CDC prairie dog follow-up on monkey pox, raccoon roundworm infection in potential pets, viral outbreak in lab animal supplier, State task groups on a variety of animal welfare issues, mock inspections for veterinary students, inspections with State officials, the Michigan Companion Animal Advisory Committee, Japanese MAFF audit of vendors, CWD joint project with PA Game Commission, biotechnology group, FEMA RRCC staffing, as well as participation in many Animal Care and APHIS committees and working groups.

As part of the stakeholder outreach efforts, Animal Care developed and held at least 10 symposia on dog care issues over several years. These meetings were attended by over 1,000 participants, including Federal and state government representatives, licensees, and members of the general public.

To provide an educational forum for information dissemination on the care and handling of exotic big cats, Animal Care developed a one day symposium to provide current industry and scientific information on topics such as transportation, veterinary care, nutrition, enclosure design, and training of big cats. In FY 2003-2004, we sponsored four symposia (Fort Worth, TX, Las Vegas, NV, Columbus, OH, and Sarasota, FL), with two more held in FY 2005 (St. Louis, MO, and Riverdale, MD). Each symposium averaged 100-120 persons in attendance and has been well received. All meetings are open to the public, with meeting brochures sent to all licensees with big cats, posted on our web page, and published in the Federal Register.

In an effort to incorporate the most current technology in our enforcement activities, Animal Care has invested in a GC/Mass Spec unit to identify foreign substances that may be used to sore horses. FY 2004 was a pilot testing year, and Animal Care held over 5 public sessions to introduce and discuss the technology. In FY 2005, Animal Care used the technology at a number of walking horse shows.

Result: All of these activities serve to provide information to any member of the interested public. Through the forums mentioned Animal Care continues to educate regulated and non-regulated entities on the requirements of the Animal Welfare Act and the Horse Protection Act, as well as eliciting the help of the public in reporting violations of the Acts and instances of possible unlicensed activity. Animal Care employees remain involved in a broad range of related activities that promote animal care and welfare, and bring consideration of animal welfare to areas that may not have previously considered its importance and relevance.

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Ensure internal policies, practices, and systems support fair and equitable delivery of programs and services.

All Animal Care headquarters and field personnel work directly with communities, customers, and stakeholders on a daily basis. Animal Care is involved with the current front-line survey for evaluating customer service, and will continue to provide training in interpersonal skills and customer service.

Ensure managers, supervisors, and other employees are accountable for program delivery outreach.

Performance evaluation criteria include liaison activity requirements for all supervisors, staff, and field personnel. All mandatory training is documented for all employees.

BIOTECHNOLOGY REGULATORY SERVICES (BRS)

Improve the delivery of programs and services to existing customers.

In FY 2005, BRS continued to prepare and distribute stakeholder newsletters as part of an effort to promote communications among a diversity of stakeholders. BRS began the issuance of these newsletters in FY 2004. Throughout FY 2005, BRS prepared and distributed three newsletters to stakeholders on various aspects of the program including evolving organizational changes, personnel changes, updates on the programmatic environmental impact statement (EIS) and proposed regulatory changes, and public and stakeholder meeting notices.

As part of BRS' on-going efforts to make the regulatory process and its scientific basis more transparent, BRS announced its intentions in FY 2005 to begin having monthly meetings with stakeholders. These meetings serve as listening sessions for BRS to hear stakeholders' views on issues of importance to the programmatic EIS that is currently in preparation and the revised regulations for genetically engineered organisms. In FY 2005, BRS held two such stakeholder meetings, the first with Friends of the Earth and the second with the Weyerhaeuser Company.

BRS continued its pilot inspection project with select States (including Iowa, Kansas, North Carolina, and others) to evaluate the use of third party inspectors to conduct low-risk inspections. The pilot project includes training and certifying state personnel to conduct thorough inspections, establishing an agreement to perform inspections under BRS oversight, and performing inspections throughout the states for one year. BRS is working with the National Association of State Departments of Agriculture (NASDA) on this pilot project.

BRS entered into a cooperative program with the National Plant Board (NPB) to collect input and perspectives from the states on the most important aspects of the Agency's regulatory system and items that APHIS should consider during state evaluations. States agencies are often on the front line as the Agency's biotechnology regulations are being implemented on a daily basis. NPB and BRS will use this project as a springboard to improve cooperation on a wide range of issues related to the regulation of biotechnology, in particular those issues that have the greatest impacts upon the states.

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BRS entered into a cooperative program with the American Farm Bureau Federation (AFBF) to foster a closer relationship between farmers that grow biotech crops and the agency that regulates them. The program will involve organizing roundtable discussions in various states and developing and implementing an educational program to provide community outreach on biotechnology.

Sponsored two public scoping forums to promote further public involvement in the development of an environmental impact statement as part of our consideration of the petition to deregulate glyphosate tolerant creeping bentgrass. The public scoping forums were held in Chevy Chase, Maryland in May 2005 and in Corvallis, Oregon in May 2005.

In June 2005, gave a popular science talk on agricultural biotechnology to volunteer interpreters at the National Zoo in Washington D.C. The BRS representative summarized the use of genetically engineered plant varieties in U.S. agriculture and how they are regulated. The National Zoo has a Kids' Farm educational exhibit that includes a "Pizza Garden", which explains the agricultural origins of many food items (including, notably, ingredients derived from corn and soybeans).

Develop and increase program delivery outreach efforts to under served customers.

In October 2004, BRS participated in the National Congress of American Indians Convention in Hollywood, Florida. Primary focus of the convention was to increase the delivery and outreach of the program services available to the American Indian Tribes, develop more active partnerships through the assistance and advice on those programs, and to establish network channels and contacts for employment opportunities for Native Americans in the Federal Government.

Represented the United States at the 8th Asia Pacific Economic Cooperation (APEC) Research, Development and Extension of Agricultural Biotechnology (RDEAB) Workshop in Seoul, Korea, in November 2004. The workshop facilitated information sharing among the member economies on such topics as future perspectives in Ag biotech, regulatory issues and developments, food and environmental safety, and IPR/technology transfer and risk communication.

In October 2004, APHIS gave a presentation to the University of Maryland's Hispanic Community "Federal Employment Opportunities at USDA APHIS". The event was organized by the APHIS Hispanic Employment Program Managers Committee. Topics included career opportunities within APHIS, student internships, and tips on how to apply for a Federal Job.

In November 2004, participated in the APHIS Native American Work Group's (ANAWG) sponsorship of a field trip to the National Museum of the American Indians in Washington, DC. In recognition of "National American Indian Heritage Month" the group sponsored the field trip to provide cultural awareness and an understanding to Native American Indian Heritage.

Participated successfully in the Embassy Science Fellowship program in Pretoria, South Africa, from September 2004 through December 2004. The program was sponsored jointly by the US Embassy in South Africa, USDA-FAS, DC, Pretoria, and South Africa.

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Participated in the Interuniversity Consortium for Agricultural and Related Sciences in Europe and the National Association of State Universities and Land-Grant Colleges (ICA-NASULGC) Workshop on GMOs Worldwide (held in Vienna, Austria). The workshop highlighted the challenge of introduction of genetically-engineered organisms to society globally and assessed how higher education can address the introduction of genetically-engineered organisms in academic programs.

In June 2005, BRS attended the U.S.-India Forum on Biotechnology, Trade & Investment. The US-IN-BC has been very active in promoting all high technology sectors focusing primarily on pharmaceuticals but also agricultural biotechnology. India's Minister of Science and Technology identified five areas (pharmaceuticals, agriculture, energy, environment and human capital development) of cooperation between the US and India where he thought India can make a great deal of progress.

Participated in the US-China Biotechnology Working Group (BWG) meeting held in Beijing, China, from August 15-18. Meeting participants exchanged information on regulatory updates, opportunities for cooperation in international flora, and upcoming technical cooperation in the near future.

The US delegation and the Chinese delegation of the 3rd Technical Working Group met September 13-16, 2005 under the US/China Biotechnology Working Group. BRS participated at this meeting. The trip included field site visits to two companies in Kentucky and the research farm for the University of Kentucky, to look at transgenic tobacco engineered to produce pharmaceutical compounds. Following the field site visits, the group met for 1 ½ days in Nashville, Tennessee to discuss the continuing technical exchange about risk assessment, risk communication, and dealing with the press and media. Further dialog on the similarities between the two countries' systems led to agreement on common approaches in handling field trials and communication issues.

BRS met with state government officials, academia, and undergraduate and graduate students in Kolkata, India. BRS gave a presentation on, "Strategic Regulations for Safe Development of New Products and Global Biotechnology Situation."

Ensure that internal policies, practices, and systems support fair and equitable delivery of programs and services.

The BRS EEO Advisory Committee met on a quarterly basis throughout FY 2005. Funding was committed to the committee for training and event planning including a travel budget for committee members. As of September 2005, BRS has filled all the positions on the EEO Advisory Committee. Advisory Committee members participated as EEO observers during BRS interviews for various positions within the organization. They ensured that proper equal opportunity rules were followed by the committee in selecting the most qualified person for this position. Committee Members worked with minority schools including providing vacancy announcements to minority colleges and universities and other institutions. Committee members met with their special emphasis programs throughout FY 2005. In addition, committee members participated in events and initiatives within their respective special emphasis programs including:

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- Established system networks with groups of interest in the Native American Indian community including but not limited to: Universities, Native American Special Interest Groups, Clubs, and Intertribal Councils and Governments. Objective is to provide ongoing communication highlighting program services and employment opportunities.
- Established human resource networks with Native American Indian groups of interest such as colleagues, CREC associates, and Native American Special Interest Groups. Objective is to obtain program knowledge, studies, analysis ideas, metrics, and to provide ongoing communication highlighting program services and employment opportunities.
- Participated in the Washington Internship for Native American Students (WINS) Program. Provided support in the hiring process and served as the mentor for BRS WINS intern.
- Participated in the WINS forum held in Washington, DC, in June 2005. Provided logistical support, provided program information, and networked with Native American interest groups and students.
- Participated as a host in the American University POW WOW in Washington, DC, in June 2005. Primary focus of the POW WOW was to increase the delivery and outreach of program services available to the American Indian Tribes and to develop more active partnerships through assistance and advice on those programs.
- Presented information at the invitation of the president of the Asian Pacific American Network in Agriculture in March 2005.
- Participated in the 4th annual Asian Pacific American (APA) Federal Career Advancement held in May 2005 at the Washington Convention Center.
- Participated in the 25th annual “Federal Asian Pacific American Council” meetings and workshops in June 2005.
- Attended the Blacks in Government (BIG) conference in Orlando, Florida.
- Participated in the Spring Job Fair at the University of MD in College park in March 2005.
- Participated in the Hispanic American Colleges and Universities (HACU) Program. Provided support in the hiring process and served as the mentor for BRS HACU student.
- Attended the Disability Awareness Conference in Washington, DC, in October 2004 and agency sponsored training on dealing with employees with mental disabilities.
- Participated in the planning of the Disability Awareness Program in October 2005. Responsible for securing performers for the program and served as program moderator.
- Assisted in the development of an agency recruitment brochure for individuals with disabilities, participated in the development of a disability training session/focus group for APHIS managers, and headed up the ongoing effort to organize lunch time discussions on various disability topics.

Ensure managers, supervisors, and other employees are accountable for program delivery outreach.

To promote outreach and communications, both internationally and domestically, BRS created a new staff, the Communications and Capacity Building Branch. The primary functions of this new staff are to develop and coordinate communication strategy, outreach and communications to the public; to provide information on regulation of biotechnology products; and to maintain BRS website content and coordinate with other federal agencies on the Unified website.

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BRS sponsored video viewing sessions in October 2004, for the mandatory civil rights training requirement for 2004 on F.A.I.R. (Just be F.A.I.R, A Practical Guide to Diversity in the Workplace). BRS monitored employee participation and provided a list of employees who had completed this training to the Employee Services Division's and the CREC staff.

BRS sent out reminders to staff on civil rights training requirements for 2005. The required training for 2005 is on reasonable accommodations and equal employment opportunity and the Federal EEO Complaint Processing Procedures. In preparation for this training, BRS provided a handout to employees on reasonable accommodation procedures.

For FY 2005, BRS required its employees to demonstrate awareness of EEO and civil rights policies and responsibilities in their performance elements and appraisals.

BRS continued discussions in FY 2005 on recruitment and retention methods including offering part-time employments and employee incentives such as flexible workplace schedules. Discussions have also focused on recruitment activities at universities and with private scientific organizations and societies including posting job announcements at university career offices and in scientific publications and journals.

BRS program managers also actively recruit at meetings and conferences. Copies of vacancy announcements were distributed to all BRS employees with instructions to forward to individuals or organizations that may be interested. Vacancy announcements were made available on the BRS website.

In the second quarter of FY 2005, BRS identified program managers for points of contact for the WINS and HACU summer employment programs. BRS participated in the Agency's Summer Employment Program for FY 2005. BRS employed one HACU program participant in the Permits Branch of Regulatory Programs and one WINS program participant in Policy Coordination Programs.

In FY 2005, BRS participated on the Board of Advisors on Minority Serving Institutions. In addition, BRS is sponsoring an 1890 Land Grant Scholar student at Lincoln University and a National Public Scholar student at Iowa State. The 1890 Land Grant Scholar student attended the 1890 Land Grant Institution orientation program in the second week of July 2004. BRS selected a mentor for the 1890 Land Grant Scholar student and is in the process of selecting a mentor for the National Public Scholar student. She will be attending orientation in the summer of 2005.

BRS managers and supervisor completed their civil rights self assessment reports.

BRS provided information on the new Management Directive 715 to its managers and supervisors. BRS EEO Advisory Committee members attended training on the new Management Directive. Templates for the new reporting requirements under this Management Directive were provided to BRS managers and supervisors. BRS managers and supervisors submitted the required reports to the Agency's CREC staff in October 2004.

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As required under the new Management Directive 715, BRS has prepared and distributed a letter to all BRS employees on employee conduct and responsibilities. The letter summarized and contained excerpts from various regulations, laws, and other documents on employee ethics, conduct, and responsibilities.

BRS ensured that copies of the required EEO posters were posted in locations visible to employees.

INTERNATIONAL SERVICES

Improve the delivery of programs and services to existing customers.

APHIS – Japan office nominated one Ministry of Agriculture Forestry and Fisheries (MAFF) staff member to participate in the Embassy's International Visitors and Leadership Program (IVLP). The APHIS-IS office nominated the candidate and facilitated the Embassy approval by providing justification in accordance with mission objectives. They made suggestions for the candidate's program and identified US contacts. In addition to providing professional and technical exposure, this program is designed to give government counterparts an appreciation for American culture. The MAFF participant reported having a very positive experience and expressed sincere appreciation for APHIS' support. APHIS-Japan nominates one counterpart each year for this program and the nominee is usually approved.

The APHIS representative in Nicaragua continued to support USDA cooperative efforts with the Ministry of Agriculture to deliver veterinary and plant health services to one of the poorest nations in the Western Hemisphere. Cooperative efforts such as programs to control Swine Fever, Avian Newcastle Disease, and Fruit Flies among others help to alleviate rural poverty where these diseases and pests adversely impact impoverished rural economies.

The International Service (IS) Logistic Management Support Unit (LMS) in Brownsville, Matamoros and Riverdale transitioned and consolidated support services, previously provided from Brownsville and Laredo, TX, and began operations on February 01, 2005 from Brownsville, TX. This transition centralized logistic support services from one location at a reduced cost of approximately \$400,000.00. The LMS section which is comprised of Civil Service, Foreign Service Nationals and Foreign Service Officer provided bilingual service on procurement, personal property, telecommunications, position management and other related activities to posts throughout the world.

Europe/Africa/Middle East Offices developed regional website to be linked to USDA, APHIS, IS website. This website will represent the external link to US and international stakeholders. It will contain useful contact information regarding all staff and offices. A letter from the Regional Director will also be delivered to key stakeholders and clients to reiterate our commitment to fulfill the APHIS mission abroad and invite viewing of the new website.

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Develop and increase program delivery outreach efforts to underserved customers.

The APHIS Manila, Philippines office coordinated an Avian Influenza workshop for the Philippines to assist local poultry producers in best practices for emergency preparedness in disease monitoring and surveillance. The training was designed for government officials but will benefit many rural underserved farmers in extreme poverty.

The APHIS Headquarters International Visitor's Program continued to support USDA's effort to work with trading partners traveling to the U.S. to develop and establish internationally accepted standards for the safe and fair movement of plant and animal commodities. The APHIS Visitor Program supported 533 international participants representing 103 orientations and meetings with APHIS program units. The results of these activities strengthened relationships to reduce trade barriers, increased understanding of U.S. regulations, and promoted access of agricultural commodities for international trade.

The IS Technical Training and Career Development section offered the International Foreign Animal Disease Diagnostic (IFADD) Course in Spanish at Plum Island, New York in September 2005. The course was presented to 25 participants that represented 16 countries within Central and South American, the Caribbean Islands and Mexico. The main emphasis of the course was in the capacity building of in-country veterinarians to better understand exotic diseases, their signs, symptoms and control measures.

The IS Technical Training and Career Development section also offered the international course on veterinary epidemiology in Spanish at the Center for Epidemiology and Animal Health (CEAH) in Ft. Collins, CO. The course was presented to 27 participants that represented 18 countries within Central and South America, the Caribbean islands and Mexico. The main emphasis of the course was in the capacity building of in-country veterinarians to better understand basis epidemiology and risk analysis of animals.

The International Service (IS) Technical Training and Career Development section supported students from around the world in other courses such as the Domestic Foreign Animal Disease (FAD), domestic Veterinary Epidemiology and the Emerging Issues course held in Fort. Collins, Colorado. In FY 05, IS supported 16 international students representing 12 countries.

The APHIS representative from Nicaragua played an active role in negotiations to establish the Central America Free Trade Act (CAFTA). A key component of the agreement states that the United States will assist the countries of Central America to improve trade capacity, so critical to improving rural economies. Sanitary and phytosanitary conditions in the region are an impediment to free and safe trade of agricultural products and APHIS is intimately involved in resolving these obstacles and expanding opportunities for export to the United States of non-traditional commodities that greatly benefit small and medium producers.

Europe/Africa/Middle East: The proposed Regional website will also offer means to provide feedback and input to issues of concern for customers and stakeholders. The letter from the Regional Director

APHIS Fiscal Year 2005 Outreach Accomplishment Report

will also request input from customers. Interactions with international clients and counterparts are also focused to actively listening to concerns and issues of importance to them. This information gathering is then incorporated into action plans for individual Area offices during the year.

The Medfly Guatemala Office is presently intensifying its approach to community information and communication. A phytosanitary unit is operating to provide training and information in agricultural issues. The unit has a fulltime female instructor and three fulltime male employees.

The indigenous population will be taught about agriculture; stressing good agricultural practices, with courses on beekeeping, producing select vegetable/fruit, and introduce other alternative crops.

These classes will demonstrate the advantages of growing crops that are not Medfly hosts and/or how to prevent pest infestations. The USDA local veterinarian provides support to the program in regards to animal diseases. Therefore, in utilizing this expertise we are performing classes on animal husbandry. It is hoped this outreach will sponsor greater understanding and tolerance for Moscamed activities, stress importance on plant and animal disease, and instill more responsibility for pest prevention in producers.

IS office has formed a liaison with the Guatemala's First Lady's office, Secretariat of Social Work, (Secretaria de Obras Sociales de la Esposa del Presidente, SOSEP) that promotes opportunities for women in all rural areas.

Ensure that internal policies, practices, and systems support fair and equitable delivery of programs and services.

The APHIS Beijing, China office was the first office in the US Embassy-Tokyo, Japan to allow a female employee the alternate work site option. The staff worked with the relevant regulations and embassy staff to allow the outstanding employee to continue providing service to the Agency after childbirth. Cultural preferences in Japan would normally result in the mother relinquishing the position.

The Texas Logistics Management Support (LMS) staff consistently supported staff involvement in special emphasis programs including Heritage Month recognition of significant cultural interest. Travel and training was funded for staff personnel to attend annual conferences on Federally Employed Women, Blacks in Government and EEO training seminars as well as local Special Emphasis Programs.

LMS fully supported international cultural diversity by working, mentoring, and training with our Foreign Service Nationals. The staff in Matamoros will acquire first hand experience working with Headquarters IS activities on a national level. This will enhance their institutional working knowledge needed to assist future program commitments.

In Costa Rica, training was provided to the female employees of the area office in Data Base management and development. This will further their career goals and make them more competitive in the modern business world.

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All USDA office staff in Panama received a local system security awareness briefing provided by local contractor. Security Literacy and Basics training was also available through CD to all staff members including local national. Job descriptions and promotion policies were reviewed and rewritten based on performance evaluations and new evaluation system for employees was implemented.

An internal Regional Lotus Notes “Quickplace” site is being established in Europe, Africa and the Middle East to serve as an additional means of communication with staff. This site will have a section dedicated exclusively to EEO issues; highlighting USDA and APHIS initiatives as well as pertinent website links. This site will also provide a means for interested parties to provide feedback.

In Headquarters, IS consistently supported staff involvement in special emphasis programs including Heritage Month recognition of significant cultural interest. Travel and training was funded for staff personnel to attend annual conferences on Federally Employed Women, Blacks in Government and EEO training seminars.

IS continued support for the APHIS summer internship program by providing mentoring and training opportunities to African American university students. The student will acquire first hand experience of APHIS related work. This will enhance their career prospects as potential candidates for federal employment.

The Medfly office in Guatemala is in the process of completing the development of an emergence, release, and operations center that will employ over 100 indigenous people. Efforts are being made to employ woman workers. Meetings have already been held and there is great interest shown by the local population.

Ensures managers, supervisors, and other employees are accountable for program delivery outreach.

EEO accomplishments are encouraged and reported during weekly regional conference calls in the Asia and Pacific Region. Plans are to form a regional EEO committee at the November Regional meeting with the goal of establishing a framework for EEO events region wide for next calendar year.

In Panama, the Annual Regional meeting was held on February 2005. All participating Area Directors and staff were briefed on the various programs ongoing within the region for learning and training purposes.

A Hispanic Foreign Service National female employee is currently the only Contract Warranted Officer for International Services and has been recognized by other agency Headquarters offices for her outstanding consummate professionalism and unwavering commitment to excellence in providing procurement services to our foreign post personnel. Mandatory training for new APHIS supervisors that included both web-based and classroom courses covering EEO, interpersonal communication skills, dispute resolution and cultural diversity during May-August 2005 was completed. A LMS transition and consolidation meeting was held in Brownsville and Matamoros offices to assist with team-building in June 2005. This meeting served its purpose very well by providing a face to face meeting with all team members as well as a real-time cultural diversification in a foreign country.

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In the Europe/Africa/Middle East offices, mandatory training for new APHIS supervisors that included both web-based and classroom courses covering EEO, interpersonal communication skills, dispute resolution and cultural diversity during May-August 2005 was completed. The Regional Quickplace site will highlight methods to ensure program delivery outreach; especially as it relates to EEO matters. The Regional site will also provide updates on EEO outreach efforts and monthly heritage recognition events. The Regional Office will also be contacting all Area Offices individually to provide information on recent activities and reminders of EEO-related requirements during the year.

IS Headquarters EEO Advisory Committee meets monthly and SEPMSs are represented in all disciplines. IS staffs and field offices submitted their EEO Outreach reports in specific formats. The advisory Committee continued to meet with CREC to comply with the agency mission and plan an improved recruitment process in areas where AEP is under represented.

LEGISLATIVE AND PUBLIC AFFAIRS

Develop and increase program delivery outreach efforts to underserved customers.

The Public Affairs (PA) staff handled approximately 6,238 **media inquiries** during fiscal year 2005.

PA managed several high profile outreach campaigns that utilized various communications tools and materials to educate target audiences including:

- A \$2 million campaign on the National Animal Identification System (NAIS), aimed at providing the facts to producers and encouraging their participation.
 1. Distributed more than 1.25 million premises identification brochures, along with 1 million NAIS overview brochures
 2. Designed and distributed more than 50,000 outreach kits, which included updated identification brochures, posters, advertisement slicks, public service announcements, questions and answers, several factsheets, and a goals and vision statement.
 3. Advertised NAIS information in 14 national publications, 24 state and regional publications, and ran radio spots on more than 700 stations nationwide. These advertisements had an estimated reach 52,240,245 impressions. (circulation for each venue multiplied by number of times we placed an ad at that venue gives us the impressions)
- A \$4 million campaign targeting backyard poultry producers, encouraging the reporting of sick birds and the use of biosecurity measures to protect against avian disease.
 1. Through both print and radio advertisements to targeted populations in 27 States, Public Affairs had an estimated reach of 92.5 million impressions.
 2. Also running advertisements in electrical cooperative publications, ethnic community papers (Spanish, Vietnamese, Hmong, and Amish), bird fancier publications, and agriculture radio.
 3. Completed beta testing a biosecurity curriculum developed with the Future Farmers of America for teaching in high school agriculture classes. Curriculum is in final review.

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4. World wide distribution of 10 minute biosecurity video explaining how to protect birds from disease.
 5. Worked with feed sack manufacturers to have biosecurity information places on feedsacks distributed across the country and in brochures they provide to their customers
 6. Translated factsheets and other materials into Spanish, Vietnamese, and Hmong to reach minority bird owners.
 7. Produced a mailer for bird clubs that included a CD with a program they can give to their club members along with printable materials on the CD. These were mailed to more than 200 clubs.
 8. Produced a biosecurity video and DVD into Spanish and Hmong to reach additional populations who raise backyard birds.
 9. Developed materials in Spanish and distributed them to Archdiocese around the country with large Hispanic populations.
 10. Developed and distributed Live Bird Market poster in 5 languages, included Arabic, Vietnamese, Chinese, Spanish, and English.
 11. Worked with the North American Precip Syndicate to track articles on articles written by LPA on biosecurity. More than 250 papers in 17 states used the information. The readership of these outlets totaled more than 9 million readers.
- A \$2.5 million BSE outreach campaign targeted towards cattle producers.
 1. Two four –color print advertisements appeared in multiple, high-profile agriculture publications across the country, including Beef Magazine, Beef Producer, Drovers and Hoard’s Dairyman, etc., had a reach of 12.9 million impressions.
 2. Two radio advertising spots were distributed to farm radio networks including Clear Channel, Brownfield and American Ag Network. The spots ran more than 250 times a week and reached more than 1 million listeners.
 3. Three direct mail pieces were distributed to 180,000 cattle producers in 10 states and Puerto Rico, containing information about the program and the 1-800 number for producers to use to participate or ask questions.
 4. Multiple interviews between farm broadcasters and Drs. DeHaven and Clifford were arranged and conducted. The interviews were broadcast on 467 stations in 29 states.
 5. Developed several factsheets and had them translated into Spanish.
 - An emerald ash borer campaign to increase awareness about and help prevent the spread of this destructive pest. This campaign included strategic placement of billboards throughout affected areas imploring campers not to move firewood outside of quarantined and regulated areas.
 - An Asian longhorned beetle (ALB) campaign aimed at building grass roots support for the ALB program in Chicago. This program, called “Beetle Busters”, worked with volunteers across the city to look for the beetle and report back their findings.
 - A sudden oak death advertising campaign aimed at nursery owners with best management practices for stopping the spread of the disease.
 - An oral rabies vaccine campaign aimed at increasing awareness about Wildlife Services’ efforts to stop the westward spread of rabies.
 - A citrus canker campaign aimed at increasing awareness about the threat posed by citrus canker and Plant Protection and Quarantine’s efforts to eradicate the costly disease.

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PA, working with APHIS' Compliance Rights Enforcement and Compliance staff, created displays for the APHIS administrator's display case and the CREC display case for each of the year's special emphasis months.

PA contracted for, created, managed, or maintained several new, time-intensive web sites including the Soybean Rust, APHIS' Office of Homeland and Emergency Management, BSE, BSE testing, Biosecurity for the Birds, and NAIS sites.

PA worked with USDA's Office of Communications Design Center to develop and begin implementing new webpage templates to meet the Office of Management and Budget's deadlines for migrating web content to the new website design.

PA downlinked 12 satellite broadcasts for the Agency, videotaped 21 different Agency events, including special emphasis month events, and coordinated 29 photo shoots.

MARKETING & REGULATORY PROGRAMS-BUSINESS SERVICES

Develop and increase program delivery outreach efforts to underserved customers.

The Office of Small and Disadvantaged Business Utilization's Small Business Coordinator conducts monthly outreach sessions with small, small disadvantaged, women-owned, hubzone and service disabled veteran-owned small businesses. Outreach sessions provide small businesses with the opportunity to highlight their services for potential procurement opportunities with MRP programs.

During FY 2005, MRP negotiated and awarded a contract with a Service Disabled Veteran-Owned (SDVO) and HubZone contractor to develop a web based application for the MRP which will support the small business program. This database serves as a Vendor/Customer Registry for the agency.

NATIVE AMERICAN WORKING GROUP

Improve the delivery of programs and services to existing customers

The APHIS Native American Working Group (ANAWG) focuses on outreach efforts to the Native Americans and Alaskan Natives and works to ensure that we continue to deliver programs to existing customers.

Develop an increase program delivery outreach efforts to underserved customers.

APHIS continued to be the largest contributor to the USDA outreach efforts to Indian Tribes through the Indian National Conservation Alliance, Menominee College and Langston University.

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A cooperative agreement was continued with the Intertribal Agriculture Council (IAC), National Tribal Development Association (NTDA), and Montana/Wyoming Indian Stock Growers Association (MWISGA) to complete Memoranda of Understandings with 123 new Tribes and to try to assist some of those with development of Emergency Response Plans. A new agreement was signed with MWISGA to continue this program into next year.

Special programs were carried out with the Navajo Nation, Tohono O'Odham Nation, San Carlos Apache Nation, Hualapai Nation, Hopi Nation, Mississippi Choctaw Nation, Wind River Reservation Tribes, and Walker River Indian Tribe.

APHIS entered into a cooperative agreement with the Navajo Nation to establish a Scrape surveillance program on their reservation. This is the first Scrape Cooperative Agreement with a Tribal Nation.

Meetings were held on several occasions with the Navajo Nation, Hopi Nation, and Tohono O'Odham Nation representatives. Several direct programs were established with these Tribes that include dog management and disease control efforts and research (WS, VS, AC), Tribal Vet programs (VS), FIFRA compliance assistance (PPQ, PPD), lab assistance (VS), animal management assistance (WS), animal ID assistance (VS), disease training (VS, WS), as well as these Tribes participating in other larger efforts with other Tribes.

APHIS entered into Cooperative Agreements with several Tribes and their partners for developing Animal ID systems as part of a \$16.4 million National program.

Cooperative agreements continued with the Native American Fish and Wildlife Society (NAFWS) and 23 Tribes to assist with Chronic Wasting Disease monitoring and surveillance.

ANAWG was represented with booth space and speakers at the following meetings: National Congress of American Indians annual meeting and their mid-year meeting, Montana/Wyoming Indian Stock Growers annual meeting, The American Indian Science and Engineering Society annual meeting, several regional meetings for the Native American Fish and Wildlife Society, National Association of Tribal Conservation Districts annual meeting, Southwest Indian Agriculture Association annual and mid-year meetings, The United South and Eastern Tribes annual meeting, Intertribal Council of Arizona training, Associated Indian Tribes of the Northwest, Intertribal council of California, Kawarek Reindeer Herders annual meeting and a booth and speakers who gave presentations at the Intertribal Agriculture Council annual meeting.

APHIS had 4 WINS students and 2 other Tribal interns this year.

ANAWG Liaison coordinated work with Tribes and Tribal organizations to continue trying to resolve issues concerning management of Brucellosis in the Yellowstone Ecosystem; worked with Alaskan Tribes concerning reindeer and bison issues and cooperated with FSIS to assist with slaughter and testing programs and reviewed the Nez Perce Biocontrol Facility and began setting up a program for them to work on training other Tribes through a distance learning set-up.

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Liaison participated as member of the Steering Committee and Advisors for Noxious Weed Education on Tribal Lands, Allotments, and for Residents on Reservations and held several meetings with Tribes in northern California regarding the Sudden Oak Death Program. An extensive portfolio of data sheets in native languages has been presented that offer detailed information on historical and contemporary uses. ANAWG representative attended ICS training for emergency response with Native American tribal members and have also written a draft MOU for NA.

Representatives also attended two quarterly Wisconsin Tribal Conservation Advisory Council (WTCAC) meetings held in Oneida and Keshena, Wisconsin in which overviews of programs and how they might be useful to the tribes were given.

ANAWG liaisons met with the Tribal Chairman of the Nanticoke Lenni-Lenape Indians in New Jersey. Discussions included assistance with tribal park lands.

Representatives continued dialogue with both the Ute Mountain Reservation and the Southern Ute Reservation; 4,200 lbs of surplus Grasshopper bait were transferred to the Southern Ute Indian Reservation for treatment of endemic populations of grasshoppers on tribal lands. Recruiting activities were continued at Universities and Colleges for Native American Candidates.

In South Dakota, several releases of *Mecinus janithus*, a stem boring weevil, were made on heavy infestation of Dalmatian toadflax found on Bear Butte, a culturally important site for the Sioux Tribes. In addition, Hoary Cress, a non-native rangeland weed and potential new biocontrol project for APHIS, was identified on the Pine Ridge Reservation in Shannon County and the Cheyenne River Reservation in Ziebach County.

APHIS funded the South Dakota Department of Agriculture (SDDA) through a Cooperative Agricultural Pest Survey (CAPS) agreement to conduct a salt cedar survey. The project involved GIS mapping and treatment of salt cedar infestations found along the Grand River in northwest South Dakota. The Grand River crosses the Standing Rock Reservation in north central South Dakota. Members of the Standing Rock Sioux Tribe, and BIA personnel worked cooperatively with SDDA providing personnel and equipment for the mapping component of the survey that crossed the reservation. As a supplement to this survey the Cheyenne River Sioux Tribe mapped the Moreau River for salt cedar and provided that information to the SDDA to complete survey data on that reservation.

Leafy spurge flea beetle releases were made across South Dakota. These flea beetles are root feeding in the larval stages and are very successful in the control of this rangeland weed. Releases of several thousand of these beetles were made on the Rosebud, Cheyenne River and Sisseton-Wahpeton Reservations.

In cooperation with the Crow Creek Sioux Tribe and BIA offices a grasshopper control program was conducted on the Crow Creek Reservation in Hughes County. The area treated included 4,430 acres of Trust ground and 2,116 acres of private land for a total of 6,546 acres controlled. The overwintering grasshopper species that was treated had built to levels significant enough to cause economic impact on BIA managed lands.

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ANAWG representatives attended a meeting at Fort Ross (Sonoma County), California, which was sponsored by the Kashaya-Pomo Tribe, North Coast Resource Conservation and Development (USDA), and California Oak Mortality Task Force regarding Sudden Oak Death (*hythoptera ramorum*). Also in attendance were Native Americans from the Stewarts Point Rancheria.

ANAWG representatives met with and gave a presentation to 40 Native American youth from the Pomo, Yurok and Hupa Nations in connection with the North Coast Conservation and Development association.

ANAWG assisted a Native-American owned nursery on Hupa land which was seeking assistance from PPQ California in developing a plan by which they could be placed under compliance to grow Douglas fir, a SOD-host, seedlings for the Forest Service for planting in a non-SOD county. ANAWG representatives visited the nursery and assisted the owners with complying with SOD rules.

California ANAWG representatives attended numerous meetings and gave several presentations to tribal representatives in connection with Sudden Oak Death. Booklets were mailed to all tribes within the SOD quarantine area, as well as to County offices and members of the Basketweaver's Association.

In Arizona, ANAWG representatives provided support for the Rocky Mountain Fever outbreak on the White Mountain Apache Tribe's Reservation, coordinated the disposal of outdated pesticides for the White Mountain Apache Tribe, assisted the San Carlos Apache Reservation to acquire a grant for carnivore research from the USFWS, Aerial gunned for pronghorn protection for the San Carlos and White Mountain Apache Reservations and provided support to the Colorado River Indian Tribes for CWD research. In addition, ANAWG maintained a tribal employee on the White Mountain Apache Reservation and conducted forensics, wildlife disease, and predation training for the San Carlos Apache Tribe, the White Mountain Apache Tribe and the Intertribal Council of Arizona. Donations of three striped skunks, four raccoons, and two rock squirrels (living) to the Navajo Nation Zoological and Botanical Gardens were made. ANAWG representatives also facilitated transfer of a Mexican gray wolf for the Navajo Nation.

Equipment was provided to the Navajo Nation Chinle Veterinary Clinic to increase rabies and wildlife disease research and surveillance and a presentation was made by ANAWG representatives on Arizona's endangered and threatened species to the Tribal Range Management Group.

APHIS/PPQ held several formal Karnal Bunt meetings at the Colorado River Indian Tribe (CRIT) Administration Building. Discussions were held on the new regulated boundaries for the up coming year and the impact of deregulation of some fields in the Parker area. ANAWG representatives worked directly with the CRIT Tribe regarding this matter. Additional assistance was given regarding Karnal Bunt with the Gila River and Salt River Tribes during the season.

Representatives attended a field trip organized by Tess Williams to celebrate the Native American Heritage Month. Seven tribes were represented.

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ANAWG representatives conducted grasshopper treatments on Confederated Salish and Kootenai Tribes (CS&KT) lands on the Flathead Reservation. In addition, an Interagency Agreement with BIA and the CS&KT was established for surveys of hoary cress. A Memorandum of Understanding was established with CS&KT to utilize radio repeater station/towers and frequencies to enhance communication in the area for program work.

Ensure that internal policies, practices and systems support fair and equitable delivery of programs and services.

APHIS is an active member of the USDA team to do outreach and work with Tribes and the Department leadership. We consulted with many Tribes concerning various rules before publication and changed its planning processes (work plans) to reflect the need for these types of consultations. Memorandums of Understanding (MOUs) with Tribal Nations increased this year. We worked actively with the Department of Homeland Security (DHS) on Tribal issues and assist Tribal Leaders with homeland security issues. We also established a Master Tribal Database, which contains all Tribal contacts, resources, potential risk, and etc. and provide daily/weekly disease updates to Tribal Nations.

PLANT PROTECTION AND QUARANTINE

Improve the delivery of programs and services to existing customers

The Eastern Region is responsive to external stakeholders, including those affect directly or indirectly through Plant Protection and Quarantine (PPQ) regulatory services. Managers are committed to public understanding of PPQ programs through communication and outreach activities.

The New Jersey State Plant Health Director attended the Port of New York and New Jersey government agency meeting, and also represented PPQ at a meeting with agriculture business enterprises in Pennsylvania and Delaware to provide information to industry stakeholders regarding PPQ/CBP activities in the tri-state area. New Jersey Officers in Charge also represented PPQ during a tour of the Frances Krim Inspection Station with visitors from SAG, Chile.

Employees from our Vermont office attended several statewide meetings and distributed program brochures and literature. A cooperative pest survey presentation was delivered at a local forest health conference. A wood borer fact sheet was developed to provide information during a Christmas tree recall and resulting compliance activity. Information on regulatory status for Pine Shoot Beetle in Vermont and New Hampshire was also distributed through mass mailing.

Indiana personnel provided Japanese beetle exclusion training to FedEx employees, distributed JB flyers for posting in FedEx facilities; and delivered a presentation during the annual Japanese Beetle Review meeting. Information on emerald ash borer activities and solid wood packing material was distributed to exporters and shippers. Personnel also attended several conferences and meetings to deliver information on pest programs.

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New York Plant Health Safeguarding Specialists attended invasive species lectures hosted by Trees New York and USFS. Asian Longhorned Beetle and Emerald Ash Borer material was distributed to all log and lumber exporters.

New York personnel presented information at an export compliance seminar to provide information and respond to questions from approximately seventy-five local business owners concerned with ISPM 15.

New York personnel participated in an anti-terrorism meeting in Buffalo, New York. Approximately fifty law enforcement and emergency medical personnel attended the meeting to discuss resources for emergency outbreaks in the Erie/Niagara County regions. Participants included Erie and Niagara health departments, police and fire departments, and USDA FSIS, VS, and PPQ, along with DHS-CBP. The New York State Operations Support Officer and the State Plant Health Director attended the New York Biological Threat Assessment Committee Meetings to facilitate interaction among a diverse group with DHS, IES, PPQ, and New York State Department of Agriculture and Markets.

New York Plant Inspection Station employees and a delegation of Agricultural officials from the Netherlands met to exchange procedural information regarding quarantine regulations; interception identification and customer interaction.

A delegation of agricultural officials from Chile SAG met with New York Plant Inspection Station employees to exchange procedural information regarding quarantine regulations as well as customer interaction. The occasion presented opportunities for cultural exchange and understanding as mutual job concerns were discussed through the added benefit of bilingual skills by a number of inspection station staff.

New York PPQ personnel delivered a presentation on Gypsy Moth and Pine Shoot Beetle regulations along with other pest threats to forests to the New York State Environmental Conservation annual meeting and Woodman's Field Days in Boonville, NY.

New York Smuggling Interdiction and Trade Compliance (SITC) personnel traveled to Colombia with members of Customs and Border Protection for outreach activities with the Business Anti-smuggling Coalition (BASC) to deliver a presentation related to agro terrorism and security to industry representatives. Representatives visited five large cities in Colombia.

The Avoca Work Unit Director and the New York State Operations Support Officer attended the annual Golden Nematode (GN) Technical Work Group Meeting to represent the agency on programmatic issues and promote awareness to the GN program. Personnel also attended the New York Vegetable Grower's Conference to raise awareness to under represented groups to promote agriculture programs as they relate to Golden Nematode quarantines, and participated in invasive species seminars where *Sirex noctilio* posters, display materials and brochures were provided.

The National Japanese Beetle Program Review Meeting was hosted in Nashville, Tennessee. Several representatives across the country attended the meeting: Federal (USDA-APHIS and ARS), State

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Departments of Agriculture, private industry (FedEx, UPS, Bradshaw Landscaping, Mark Timmons and Associates and the Nashville Airport Authority) and universities (Purdue and Ohio State).

PPQ employees in the Eastern Region participated in the following activities: In Puerto Rico, on the national television network Univision to deliver information on plant pest programs. Program literature was distributed to state cooperators and the Alabama master gardener program. Information was provided to exporters regarding changes in the requirements for exporting wood packing materials to China by employees from our Ohio office. Employees also attended the annual Forest Health Conference sponsored by the Ohio Department of Natural resources to increase awareness of forest pests and enlist support in the early detection of exotic pests and improve employee knowledge. The State Plant Health Director (SPHD) attended a meeting with State and Federal officials to discuss the Science advisory Panel's Emerald Ash Borer recommendations for Ohio and establish high activity zones for containment and trap tree/visual/destructive survey activities, and the South Carolina SPHD attended the South Carolina Department of Agriculture's 125th anniversary celebration. A number of contacts were established including the interim Commissioner of Agriculture. Illinois employees hosted a gypsy moth compliance training for log inspections and participated in the 2007 Farm Bill listening session with the Secretary of Agriculture. Several SPHDs and Regional employees attended Plant Board meetings and interacted with personnel and guests from other states on various matters. The meetings provided a good forum for outreach activities with colleagues and other program participants from other states in the region.

North Carolina was represented at the Malacological Society conference in Guadeloupe. Snail control and metaldehyde bait testing was the primary topic. The North Carolina Pest Survey Specialist staffed exhibits at trade shows, the Summer Green Show, and the annual Bugfest event at the North Carolina Museum of Science. The Export Certification Specialist delivered presentations on ISPM 15 at local trade shows in North and South Carolina and the Director of the Boll Weevil eradication programs participated in board meetings of the Southeastern Boll Weevil Foundation and National Cotton Council meetings.

VRS provided technical assistance and developed a scenario for an FMD Incursion Agro-terrorism Table Top Exercise in San Jose, CA for CBP. VRS brought together USDA and California Department of Food and Agriculture (CDFA) officials; Dr. Paul Ugstad, VS AVIC California/Nevada, Dr. Kent Fowler, California Department of Agriculture Emergency Response Director, Customs and Border Protection, Immigration and Customs Enforcement, Center for Food Security and Public Health, Airport Police, Airport Fire Department, and Airport Emergency Management were participants in the Exercise.

VRS contributed to the University of Hawaii-Manoa research project to characterize food waste distribution in Hawaii. UH-Manoa is completing a project for the Hawaii Department of Agriculture, funded by USDA, to create a flow chart of food waste, including the transfer of waste arriving from international sources

VRS AQI VMOs participated in Practical Anti-Terrorism training in Memphis, TN, and the Agro-terrorism Assembly in Sacramento, CA.

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VRS has maintained close relationships with other federal and state regulatory agencies including FSIS, Michigan Department of Agriculture, Food and Drug Administration (FDA), and US Department of the Interior (USDI), to achieve consistency in animal product regulation. Close contact with FSIS Import Liaison Offices has led to routine communications and referrals on regulatory issues with shared regulatory responsibilities

VRS represents APHIS on animal product import issues as a member of the Food Safety Working Group (FSWG). The FSWG is a multi-agency team which includes representatives from FDA, CBP, and FSIS. Its goals are to map the food import process, find commonalities, and coordinate activities among agencies. The ultimate outcome of the group's work should be to improve and strengthen the food import process, and enhance the sharing of critical information among agencies.

VRS has provided information to brokers and importers on importing animal products as well as input into the training manual for Military Cooperators in Glynnco, GA. VRS is also responsible for consistently addressing, in a timely manner, concerns and questions from the public about importing animal products and by-products and ensuring that other questions concerning the importation of animals and other commodities outside of our purview are answered.

AQI VMOs represented VRS in a National Association of Federal Veterinarians (NAFV) meeting with APHIS management which highlighted our Program's unique challenges and concerns.

VRS participated in the Area Epidemiology Conference in Raleigh, NC, providing information about the activities of AQI VMOs.

The AQI VMO in Texas attended quarterly meetings of the Texas Department of Agriculture and the Texas Animal Health Commission as a Subject Matter Expert (SME), in order to share the APHIS VRS mission. He also participated in the State of Texas Emergency Assessment Review Team, to emphasize to DHS and CBP personnel the importance of their support in providing resources to enhance the response process for the stakeholders of Texas

Other meetings and conferences attended by VRS during FY 05 that met PPQ goals and visions were the:

- World Dairy Expo
- North Central Association of Food and Drug Officials (NCAFDO)
- National Institute for Animal Agriculture
- First International Symposium on Agro-terrorism held by FBI in Kansas City, MO.
- National Response Plan Roll Out
- BSE Roundtable Discussion held by the Secretary of Agriculture in Minnesota

Develop and increase program delivery outreach efforts to underserved customers.

The Eastern Region endeavors to provide outreach to under served stakeholders through participation in cultural activities and exhibits, college/university level career events and seminars with other state and federal agencies, and APHIS initiatives.

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Michigan employees addressed Emerald Ash Borer concerns during a cultural event hosted by the Pottawatomi Tribe in western Michigan. Black ash is used to make baskets, a traditional art form for the tribe. Contacts were made with members of the Chippewa Tribe to provide information on potential health hazards associated with Giant Hogweed and to obtain assistance with survey and eradication efforts. The Emerald Ash Borer Program Director delivered a presentation to the Narragansett Tribe of Rhode Island to provide information on the distribution of the emerald ash borer. Maine employees distributed information on the New American Sustainable Agriculture Project to assist immigrants with obtaining local, U.S. grown seed for planting.

Florida employees provided employment information and PPQ program materials to the Seminole Tribe, and developed channels of communication with Seminole and Miccosukee Tribes.

North Carolina employees displayed an invasive species exhibit and participated in the Native American Unity Conference in Raleigh. Employees also participated in career fairs at North Carolina A & T University and North Carolina State University College of Agriculture and Life Sciences, local elementary school career days, and Maritime Day in Wilmington.

Georgia employees met with officials of a local elementary school to discuss 'adopt a school' program and the New York employees participated in the annual Career Day conducted by the Port Authority for students from inner city junior and senior high schools.

A New York employee met with Native American Indian Reservation Conservation Officers to discuss Gypsy Moth and other programs. Various meetings were held with potato (GN) and crucifer (Swede Midge) growers and the Smuggling Interdiction and Trade Compliance (SITC) employee attended the Annual Tribal Consultation at the New York State Capitol in Albany, New York. Several tribes, including the Seneca Nation, St. Regis Mohawk and the Oneida Nation attended. SITC employee addressed transit of fruit, vegetables, meats, plants, and firewood across the U.S. - Canadian border. SITC employees attended the National Association for the Specialty Food Trade, Fancy Food Show. Officers provided information to an international audience of food importers on import regulations and compliance issues concerning PPQ. Employees also attended Expo Comida in order to provide information to Asian and Latin American importers.

The Northeast SITC work unit staffed an outreach exhibit at the New England Exposition. The activity developed and increased program delivery outreach to under-served customers while promoting an understanding of PPQ programs and safeguarding activities.

PPQ employees attended a Cultural Awareness Program on the Seven Organized Tribal Groups of South Carolina and Middle Eastern Folk Beliefs (Iran). The South Carolina Office Manager made contact with Vice Chief of the Beaver Creek Indian Tribe to discuss school needs. Surplus computer equipment was donated to the Tribe. Outreach and partnership opportunities were identified and implemented to reach out to minority, low income, and underserved customers in Massachusetts and Connecticut.

The Delaware State Plant Health Director collaborated with the Curator of the Claude E. Phillips Herbarium at Delaware State University, a historically black college, and funded a cooperative

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agreement with the University. This is the first cooperative agreement with a historically black college funded by PPQ in the Eastern Region.

The Eastern Region Smuggling Interdiction and Trade Compliance Director represented PPQ at a recruitment seminar to benefit students who are attending Historically Black Colleges and Universities (HBCU). The seminar was sponsored by the National Urban League's Black Executive Exchange Program (BEEP). The Director networked with potential candidates for jobs with APHIS and career counselors. Seminar activities included Accredited Lecture Series – a semester long series integrated into an ongoing course delivered by a different Black executive each week; Career Awareness and Planning Seminar (CAPS)--a two-day activity of career planning exercises, workshops, counseling and lectures that places emphasis on the selection of realistic career choices, the charting of career paths, resume preparation, and the development of good interviewing skills; The Special Business Seminar (SBS)--focus on social and economic issues and topical events that affect business, industry, and government; and Innovations for Women uses a team of Black female executives and professionals to familiarize students with the traditional and non-traditional roles of Black women in the workforce.

As trade demands increase, so does the need for global 24/7 operational support to worldwide agribusiness. Plant Health Programs (PHP) has launched the following innovative e-Government projects significantly expanding the scope of service and support to key customers:

- (1) e-Permits, a comprehensive electronic permit data collection and management system that will track all activities associated with APHIS regulatory import permit processes, was launched during the fiscal year. It will provide a web-based tool that will enable industry to apply for APHIS permits and subsequently allow APHIS regulatory officials to process applications, issue/print, track, and rapidly verify the validity of a Federal Import Permit. In addition, other government entities will be able to verify permits and provide additional information regarding shipments during inspections at ports-of-entry and final destinations. e-Permits will streamline the permitting process and improve import tracking. During FY 05, twelve meetings were held with internal and external stakeholders.
- (2) Phytosanitary Issuance and Tracking System (PCIT) is in final stages for implementation--program will improve communication of phytosanitary data to foreign governments.
- (3) In order to aid in the accurate identification of rusts on leguminous hosts, PHP initiated and assisted with the development of a web-based interactive key to rusts on legumes. This interactive website is an invaluable tool for extension agents, diagnostic labs, farmers, and others to recognize soybean rust.

PPQ/PHP made considerable strides in developing and increasing program delivery outreach efforts to underserved customers by assuming a leadership role in reaching these targeted communities. It is the function of PPQ to safeguard U.S. resources from exotic pests, diseases and invasive species. In support of these efforts, PHP conducted a series of educational workshops at the Blacks in Government (BIG) Conference and Native American Fish and Wildlife Society (NAFWS) meeting--topics included import/export, interstate movement, risk analysis mitigation and risk communication issues relative to invasive species.

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PHP conducted an in depth strategic planning and curriculum development with Northwest Indian College. Such programs will provide long-term resolution for the development, recruitment and employment of minority students.

PHP managers participated in targeted outreach recruitment programs and hosted one intern through the HACU program and three Native American students under the American University's Washington Internship for Native Students (WINS) program; sponsored the appointment of a Native American tribal representative to the National Invasive Species Council Pathways Prioritization Committee; hired two summer interns who were winners of the Martin Luther King essay for high schools students; and hired an American Association for the Advancement of Science Fellow.

PHP provided strategic planning expertise and support for the development of the first APHIS Native American Work Group Strategic Plan. The intent of the plan is to develop and guide internal resources and organizations to improve program outreach to all Native American tribal groups nationwide. This plan will ultimately not only impact PPQ, but all APHIS program delivery.

As we balance the needs of agribusiness and reduction of barriers to trade, the following far-reaching accomplishments promulgated PHP into the national and international arenas of stakeholder recognition and active support. Specific accomplishments include: overseeing wide range of outreach efforts and soliciting stakeholder input on policy and operational issues.

PHP staff developed a Memorandum of Understanding (MOU) between PHP and the University of Maryland. The purpose of the MOU was to provide training for scientists on plant inspection station policies for living organisms imported under permit.

Provided technical assistance to stakeholders/public regarding (1) evaluation of mitigation measures to control *Alternaria* chocolate spot of Chinese Ya-Li pears, (2) evaluation of methods to isolate *Phytophthora ramorum*, (3) development of an interactive key to reduce false alarms of soybean rust, (4) Q-37, (5) WPM, just to name a few.

PHP continued to serve as the major liaison between CBP and FSIS at the ports of entry for imported meat shipments and their referral to FSIS. Information was provided to importers and brokers on importing animal products.

Developed training for private industry including Wal-Mart and Military cooperators. Contributed subject-matter expertise and developed training for CBP including training materials on pest interception, CITES, bovine spongiform encephalopathy minimal risk rule, and APHIS manuals.

Provided technical assistance and developed a scenario for an FMD Incursion agro-terrorism table top exercise for CBP, which included CBP, CDFA, VS, and other agencies involved in health/safety.

Contributed to University of Hawaii-Manoa research project to characterize food waste distribution in Hawaii. Maintained close relationships with other Federal and state regulatory agencies to achieve consistency in animal product regulation.

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Staff represents APHIS on animal product import issues as a member of the Food Safety Working Group. Staff also provides information to brokers and importers on importing animal products, as well as input into the training manual for military cooperators. VRS also addresses concerns/questions from the public on importing of animal products and by-products.

Conducted extensive training of marina operators in the Virgin Islands concerning legal requirements for the handling of regulated garbage.

Scientific society meetings, stakeholder organization meetings and public meetings (i.e., APS, ESA, ASTA, Association of Natural Biological Control Producers, Science Teachers' Association, Produce Marketing Association, and many public outreach meetings) on a variety of topics including: e-Permits, plants and plant products permit process, invasive species, Q-37, wood packing material rule implementation, and national plant inspection station meeting.

A number of regional, national, and international meetings of state governments, industry, international organizations, and trade associations. Examples of participation include: (1) training for export certification specialists; (2) orientation for identifiers on plant inspection stations and national identification services; (3) training on ELISA, soybean rust, port interception for identifiers; (4) wood identification workshop for identifiers; and (5) and training on regulated garbage for marina operators. PHP staff interacted with the media to provide information on high-profile issues.

Los Angeles Asian Importers' Association provided information on import process, FMD, and other topics: National Association of Federal Veterinarian and Area Epidemiology Conference. The VRS AQI VMO located in Hawaii participated in briefings for the USDA and International Services (IS) Japan staff during a port visit to Honolulu. Topics discussed included the roles and activities of AQI VMOs regarding the importation of animal-derived materials, prohibitions/restrictions for animal-derived materials originating from Japan and other Asian countries, and ways our two groups, PPQ VRS and IS, could work together to assist individuals wishing to import materials from Japan and to provide information to Japanese exporters pertaining to USDA requirements. As a result of this meeting, the IS administrative assistant consented to serving as the Japan-based contact for US importers needing information on contacting certification agencies within Japan.

The California AQI VMO provided information concerning HPAI, FMD, and "how to" instructions on applying for VS import permits at a meeting held by the Los Angeles Asian Importers Association.

The AQI VMO of Puerto Rico conducted an extensive training of marina operators in the Virgin Islands concerning legal requirements for the handling of regulated garbage as it relates to Title 9 CFR §94.5 and Title 7 CFR §330.400.

Pest Detection Management Programs (PDMP) sponsored a WINS (Washington Internship for Native Students) summer intern. While in Riverdale, the Navajo student attending the University of New Mexico, contacted Indian tribes to begin assembling a spreadsheet on the level of crop and animal agriculture of each federally recognized tribe.

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Ensure that internal policies, practices, and systems support fair and equitable delivery of programs and services.

The Eastern Region supports APHIS policies and ensures all personnel are aware of outreach objectives, commitment to civil rights and equitable program delivery to customers. Administrator/Deputy Administrator's policies regarding civil rights and program delivery to internal and external customers were provided to employees, and posted in all work locations. The 'Justice for All' poster was distributed and posted in all offices. APHIS Native American Working Group members participated in quarterly teleconferences and submitted outreach activities to the ANAWG program manager and a Miami employee attended business advisory council meetings at a local community college to identify resources and caption a DVD 'Look at my Ability' to encourage businesses to hire people with disabilities. Employees throughout the Eastern Region completed Civil Rights modules through AgLearn, training CDs, and classroom training: 'Just Be Fair', Disability Awareness and Reasonable Accommodation, and Workplace Diversity. Managers completed EEO/CR training for supervisors and managers.

The Massachusetts Office Manager and others met with Food and Nutrition Services to establish a local cooperative effort and develop ideas to promote civil rights. Contact was made with the Young Leaders Network to promote Asian Pacific American activities.

Ensures managers, supervisors, and other employees are accountable for program delivery outreach.

The Eastern Region ensures that managers, supervisors, and employees have opportunities and resources to participate in outreach activities and programs. The Region provided MD 715 training to managers, and submitted reports to the CREC staff. Pennsylvania employees distributed literature and brochures at the Pennsylvania State Farm Show and Pennsylvania Garden Show. North Carolina employees staffed the 'Healthy Farms, Healthy Families' invasive species exhibit during the annual state fair sponsored by the North Carolina Department of Agriculture. Approximately 140,000 people visited the exhibit over a 13 day period. New Jersey personnel were involved in 'bio-blitz' activities to measure biodiversity in urban parks. An Indiana employee delivered a presentation regarding exports to 30 members of the Horticultural Inspector's Society.

Maryland SITC employee delivered an invasive species presentation to Washington and Jefferson College in Washington, PA. The presentation discussed pathways in which invasive pests can enter the United States and showed environmental damage resulting from invasive species. Examples and concerns regarding smuggling and/or accidental introduction of host materials with their associated pests were also discussed.

New York PPQ personnel participated in the Empire farm Days meeting, delivered presentations at local schools, and discussed PPQ's involvement in detection and control of invasive species including Asian Longhorned Beetle, Emerald Ash Borer, Gypsy Moth and Golden Nematode. Ohio's Gypsy Moth Slow the Spread regulatory technician delivered Gypsy Moth presentations to local junior and senior high schools.

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The South Carolina State Plant Health Director represented PPQ at the South Carolina Landscape and Turfgrass Association conference. PPQ provided display materials and informational pamphlets and brochures. The Director also participated in the annual South Carolina Horticultural Industries Seminar and Trade Show conducted by the SC Nursery and Landscape Association (SCNLA). This event provided ample outreach opportunities to distribute plant pests and regulatory information. The Director met with the SCNLA Board of Directors, provided an update on recent PPQ programs, and responded to questions.

Massachusetts Plant Protection and Quarantine and Smuggling, Intervention, and Trade Compliance staff attended the New England Grows Convention. This event was an excellent outreach opportunity. The convention incorporates educational sessions and interactive learning centers. PPQ and SITC staffed a booth with informational pamphlets, posters, and handouts explaining the PPQ mission and programs; as well as Asian Longhorned Beetle box and Gypsy Moth larvae and egg masses. Staff answered questions and spoke with people from every aspect of the green industry: growers, landscapers, nursery owners, landscape designers, school groups, and the media.

The Puerto Rico Smuggling, Interdiction, and Trade Compliance team delivered presentations to the State Health Supervisor of the school district in the town of Aguas Buenas. Information about Giant African Snails and their potential to transmit diseases was distributed. Brochures and posters were delivered and handed out. SITC Puerto Rico met with the Coordinator of the Puerto Rico Department of Agriculture to organize the distribution of Giant African Land Snail posters ports of entry. Distribution included the US Virgin Islands, Vieques and Culebra.

Puerto Rico SITC personnel participated in 'Bring Your Children to Work' activities by delivering five short presentations to explain the USDA and SITC mission. These presentations were given to different age groups ranging from 4 to 15 years of age. A total of 60 children were able to participate in the program that was highlighted by a demonstration of X-ray equipment used to identify fruit and meat.

Officers in Avoca, NY provided Asian Longhorned Beetle, Emerald Ash Borer and *Sirex noctilio* information to cooperators in the log/lumber industry and to local libraries. Presentations were delivered to CAPS personnel, NY State Agriculture and Markets, Nature Conservancy and Farmers in Jefferson County, NY to involve them in the Leafy Spurge biocontrol project. New dairy farmers were brought into the project.

Southern Florida SITC participated in Career Day at the Hawk Bluff Elementary School for officers to demonstrate the mobile x-ray van and daily job responsibilities. They also delivered a presentation to Broward Community College students enrolled in the Horticulture program. The presentation outlined the SITC mission. Employees also met with the Florida Association of Science Teachers and Orlando area middle schools' 'Ag in the Classroom' initiative to deliver a presentation about SITC programs and risks associated with Giant African Snails. Employees in the Great Lakes Work Unit met with importers and distributors of wood products from China in an outreach effort focusing on APHIS' import suspension of certain manufactured wood items from China. Regulatory data sheets and summaries of 7 CFR 319.40 were distributed to supplement information posted on the USDA APHIS website.

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Florida cooperative agricultural pest survey (CAPS) employee and a Center for Plant Health Science and Technology (CPHST) employee established contact with Coral Reef High School magnet programs to develop a project for students to assist CAPS personnel in the early detection of exotic pests. The school highlighted the project in the National Science Project competition.

VETERINARY SERVICES

Improve the delivery of programs and services to existing customers.

Veterinary Services' (VS) efforts to improve the delivery of its services and programs to existing customers are extensive. Given the breadth of VS' activities, the following broadly characterize VS' efforts to improve services through better communication, more effective collaboration, and more efficient direct delivery of services.

Communication

Throughout VS, employees interacted with the general public and local, State, Federal, and industry groups to provide information and materials on our overall mission and responsibilities for specific animal health issues.

VS actively sought public input on its programs and initiatives. We requested public comments on proposed changes to regulations, providing an opportunity for all interested parties, including existing customers, to submit comments from their perspective. Further, we consider comments received in our decisions. We recently announced and released a thinking paper and timeline on the National Animal Identification System (NAIS) and asked agriculture producers, leaders, and industry partners to provide feedback. These documents propose requiring stakeholders to identify premises and animals according to NAIS standards by January 2008 and requiring full recording of defined animal movements by January 2009.

VS has been innovative and proactive in its use of technology to bolster communication with customers. VS continued to provide updated information with the introduction of the E-Permit System. The E-Permit system is a web-based tool, which allows the electronic filing, processing, and tracking of permit applications. E-Permits can currently be used to process permits for select agents, organism and vectors, animal products, and animal by-products.

The National Veterinary Services Laboratories (NVSL) has also continued to offer a User Fee Help Line (phone) dedicated to address concerns on the user fee program. Billing concerns can also be transmitted through the NVSL Client Help Line (e-mail). NVSL continued to provide automatic faxing of user fee results and bills for customers.

Collaboration

VS responded to the recent hurricanes and supported the livestock recovery efforts that were ongoing in Louisiana. Unclaimed animals were eligible for adoption after October 2005 under a provisional

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adoption program. The animals can be also claimed by their owners until December 31, 2005. APHIS Emergency Support Functions are still ongoing in Texas.

Veterinary Services (VS) continues to work with Tribal organizations to modify existing Animal and Plant Health Inspection Service (APHIS), VS/Tribal animal emergency response plans to better prepare for possible animal health emergencies, as well as collecting and maintaining information regarding livestock and other animals that are present on reservations.

VS also worked to improve collaboration within the U.S. Department of Agriculture (USDA) and foreign countries. For example, personnel with the Centers for Epidemiology and Animal Health (CEAH) attended an Offshore Pest Information System meeting at the Center for Integrated Pest Management. The Offshore Pest Information System is a collaborative initiative among APHIS' International Services, Plant Protection and Quarantine, and VS units that is designed to collect and store information on animal disease and plant pest events in foreign countries. The Center for Integrated Pest Management, working under a cooperative agreement with APHIS, designed the Offshore Pest Information System data entry and retrieval system and is continuing with programming enhancements for the system. Discussions at this meeting centered on proposed Offshore Pest Information System web-based training and the construction of an Offshore Pest Information System module dedicated to country-specific data. The forthcoming "country" module will store data on countries veterinary infrastructure, animal disease information, trade flow data, and other information useful to APHIS.

VS hosted an Avian Influenza Newcastle Disease Diagnostic Workshop for Latin American Laboratories. This was a collaborative effort of the Southeast Poultry Research Laboratory in Athens, GA; NVSL in Ames, Iowa; and the Institute for International Cooperation in Animal Biologics, also in Ames. Thirty Latin American trainees participated in the workshop.

Direct Delivery

VS not only works to ensure that U.S. animals are healthy (thus enhancing and supporting international trade), but also works to enhance its customers' ability to market and move animals.

VS works directly with Tribes to develop information gathering surveys. The Tribes plan is to collect information on livestock and other animals present on reservations. Discussions also centered on a memorandum of understanding template for the Tribal nation and VS to sign related to emergency responses. VS successfully implemented 43 Tribal cooperative agreements and one national Tribal cooperative agreement.

VS facilitates training for tribes on disease efforts such as chronic wasting disease (CWD) sample collection. Moreover, a veterinarian with CEAH administered rabies vaccine during a 2-day vaccination clinic at the Ute Mountain Indian Reservation in southwestern Colorado. The annual clinic is a collaborative effort between the Colorado and New Mexico area offices. There were additional requests to provide vaccinations for other transmissible infectious diseases in the future. VS also provided Tribal outreach material on bovine spongiform encephalopathy and NAIS for the Chippewa Creek Business

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Committee, Blackfeet Tribal Business Council, Crow Tribal Council, Fort Belknap Community Council, Fort Peck Tribal Executive Board, Northern Cheyenne Tribal Council, and the Salish-Kootenai.

Develop and increase program delivery outreach efforts to under served customers.

VS develops and increases program delivery outreach efforts to underserved customers.

VS actively recruits underserved customers, provides them with information, and establishes personal contacts through participation in career days and career fairs as well as other activities. VS has increased the range of schools visited to recruit internship applicants. Because a diverse workforce enhances service to all customers, VS identified additional applicant pools to increase the potential of correcting underrepresented groups. NVSL created a Native American e-mail group to distribute vacancy announcements from the Center for Veterinary Biologics and NVSL to this targeted group. Several VS offices participate in summer intern programs. Additional program delivery outreach efforts include:

- Requesting public comment on proposed changes to regulations and internationally harmonized guidelines, which provides an opportunity for all parties to submit comments from their perspective.
- Continuing cooperative agreements with Tribes for CWD surveillance.
- Making our services with regard to veterinary biologic products available to anyone who wishes to pursue licensure. Applying science-based criteria for licensure equally to all applicants. Conducting risk analyses to ensure that the regulations and standards are sufficient to protect animal health but are not overly restrictive so as to disadvantage applicants for licensure.
- Making NVSL's services available to anyone who wishes to request reagents or diagnostic testing services. All criteria for these services are science-based and applied equally to all requesters.
- Assisting many Tribes and communities with rabies and West Nile virus clinics.
- Conducting the AgDiscovery Program, a camp for 12-16 year olds interested in becoming veterinarians.
- Developing a special export information packet for the sight impaired by editing and utilizing increased font size and consulting with sight and hearing impaired support agencies for ways to improve customer service to sight and hearing impaired.
- Conducting activities at the North Clackamas FFA farm/livestock facility as part of efforts to continue scrapie trace back investigations. A class of 24 students attended. Discussion also centered on career opportunities in animal related sciences, including positions with VS.
- Conducting community forums with Spanish radio stations ("El Sol" and "La Raza") to present information about bio security and the services the Avian Health group provides.

VS has made extraordinary efforts to enhance outreach with colleges and universities throughout the United States. VS is regularly engaged in broad efforts to educate colleges of veterinary medicine (CVM) about VS, its activities, and the role of Federal practitioners of veterinary medicine. For example, VS completed a Strategic Plan for Increasing Awareness and Visibility of Public Practice Careers. In 2005, the American Veterinary Medicine Association and the American Association of Veterinary Medical Colleges continued discussions on how to address the critical national need of public practice veterinarians. All VS units contributed to a strategic plan that provided feasible recommendations that were consistent with the larger effort of the veterinary community but focused on

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providing veterinary students and veterinarians with an awareness and importance of regulatory veterinary medicine. The goals for this plan were to strengthen VS' role in CVMs, to provide information on various aspects of regulatory medicine, and to increase awareness and visibility of public practice careers to veterinary students. In 2005, many VS employees participated at the Minorities in Agriculture Natural Resources and Related Sciences conferences and annual meetings to provide information on USDA recruitment and VS programs.

Ensure internal policies, practices, and systems support fair and equitable delivery of programs and services.

VS ensures that internal policies, practices, and systems support fair and equitable delivery of programs and services. Each VS unit ensures that events and programs it organizes and sponsors offer special accommodations to persons with disabilities.

Employees are actively encouraged to purchase from small, small disadvantaged, women-owned, and minority-owned businesses. Additionally, employees provide instructions and forms to small businesses with instructions on doing business with the Federal Government.

VS offices prominently display Departmental and Agency correspondence supporting Equal Employment Opportunity and Civil Rights (EEO/CR) along with posters on EEO/CR laws and guidance on program discrimination complaint procedures. In addition, employees receive updates on EEO policies and procedures via e-mail. Moreover, training is provided to employees to emphasize fair and equitable delivery of programs and services. Specifically, employees received training in the Prevention of Sexual Harassment, the EEO Civil Rights Complaints Process, and Government Ethics.

Ensure managers, supervisors and other employees are accountable for program delivery outreach.

VS ensures that managers, supervisors, and other employees are accountable for program delivery outreach. Employees are held accountable through performance evaluations. VS units report their customer outreach activities annually.

VS managers create and foster a work environment that motivates employees and provides equal opportunity. They provide positive direction and employment, advancement opportunities, training, and support to minority employees and employees with disabilities. As part of their efforts, VS managers distribute Agency EEO policy and guidelines to staff and display EEO posters in highly visible locations. VS managers and supervisors are expected by VS leadership to foster and maintain excellent working relationships with a wide range of constituent groups, including State Veterinarians, professional, producers, and industry groups, and other Federal entities. For example, VS created a recruitment position to bolster the Agency's efforts to attract employees from underrepresented groups.

VS has also expanded the VS Careers Program Orientation and Training to enable all newly hired VS employees to become productive in a timely manner. VS managers and supervisors ensure employees have access to the tools the Agency has designated to mitigate any intentional or unintentional violation of civil rights such as Conflict Prevention and Resolution, information EEO meetings, and management training through Dale Carnegie, Eastern Region Training Center, and Employee Relations. Moreover, employees are encouraged to suggest new or innovative approaches to enhance program delivery

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outreach and to participate in EEO training and events. In 2005, VS implemented a subcommittee of the VS/EEO committee to review recruitment and retention of employees. Those activities relate to attracting, through special recruitment efforts, candidates for underrepresented groups for consideration for positions to be filled.

WILDLIFE SERVICES

Improve the delivery of programs and services to existing customers.

In FY 2005, Wildlife Services (WS) provided wildlife damage management classes, guest lectures, and cooperative research funding to graduate and undergraduate programs at over 65 Colleges and Universities throughout the Eastern and Western Regions. Classes and lectures have been very well received by both students and faculty, and have been very successful in educating future wildlife management biologists in the importance of addressing wildlife-human conflicts in a professional and responsible manner. WS also provided Natural Resources Management Conflict Resolution class at Lincoln University.

Florida Field Station researchers provided tissue samples from black vultures and turkey vultures to university investigators in Germany who are studying phylogenetic relationships among groups of birds, including the New World vultures. The Colorado Wildlife Services Program added a new administrative position to better respond to requests for assistance from the public. We continue to work with our present cooperators to make our program more effective and efficient.

The Guam Wildlife Services program employees provided a brown treesnake briefing to the Chief General Counsel for the Secretary of the Navy. Information provided included general biology and control methods, historical perspective on WS cooperative efforts in preventing the spread of the snake in support of Department of Defense activities on Guam.

November 4-5, Hawaii Wildlife Services employees gave a presentation at a 2004 Wetland Management Conference in the Hawaiian Islands Workshop. The two-day event was sponsored by Hawaii's Chapter of The Wildlife Society, the U.S. Fish and Wildlife Service and Ducks Unlimited. With some 18-years of small predator management in the Islands, Wildlife Services presented the latest tools and technology available associated with the control of mongoose, predatory birds and feral cats.

During the week of January 17, at the request of the Hawaii/Guam/Pacific Islands State Director, the Utah Wildlife Services State Director traveled to Hawaii and provided technical assistance associated with the control of feral dogs. Earlier the same month, The Hawaii Sheep Growers Association contacted Wildlife Services to express growing concerns with feral dogs killing sheep on the Big Island of Hawaii. With years of feral dog control experience the Utah State Director, provided valuable information to the Hawaii sheep growers, valued customers of the Hawaii Wildlife Services program.

During April 5-7, the Hawaii/Guam/Pacific Islands State Director was invited to speak at a 2005 Pacific Aviation Directors workshop. Sponsored by the State of Hawaii Department of Transportation Airports

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Division and the Federal Aviation administration, the State Director presented information associated with the programs' operational work to prevent wildlife strikes to aircraft throughout the Hawaiian Islands and Guam.

On April 29, the Hawaii/Guam/Pacific Islands State Director gave presentation at a Landscape industry Committee Conference. The State Director presented information associated with the work the Hawaii program accomplishes in the State associated with the protection of agriculture and to prevent brown treesnakes from entering the State via Guam cargo. The New Mexico program constantly strived to improve the delivery of programs by providing fair and equitable delivery of program services to all customers and increasing cooperative agreements to provide wildlife damage management services.

The Wyoming program established an Assistant District Supervisor's position in Rock Springs to increase support to District Supervisor, field staff, and customers. Damage from wolf and grizzly bear populations has increased demand significantly. The Wyoming program established an interagency agreement with USFWS to provide a WS wolf specialist in the Cody area. This position monitors wolves for USFWS and provides wolf damage management for WS. Again the demand for wolf damage management required the addition of an additional specialist. The Wyoming program also established a District Supervisor in the Eastern District which provides much more support to WS field personnel and customers as well as underserved customers.

Supervisors and Staff met with County Predatory Animal Boards at least 60 times during the year. We also met with Wyoming State Board of Agriculture and provided informational program on the APHIS WS program. The state director served on the Wyoming Animal Damage Management Board.

On April 13, 2005, a National Wildlife Research Center (NWRC) scientist in Fort Collins, CO, provided an overview of Wildlife Services operations and research activities to a group from Colorado State University. The 21 graduate students are part of an M.S. degree program that prepares them for careers in farm management. Students in this program are educated in farm practices, finance and policy, as well as wildlife, range, and water resources management. The students were shown the research facilities at NWRC and several expressed interest in doing internships with NWRC.

On 4 March 2005, the NWRC's Florida Field Station and the WS State Director's Office in Gainesville, FL hosted 40 wildlife students and faculty advisors for a 3-hour orientation to general wildlife damage management activities and the Wildlife Services program in particular. Activities at the Field Station included dispersal methods and marking techniques for vultures; anatomy and physiology of the monk parakeet, an invasive species; trapping and capture methods for problem wildlife species; and application of reproductive inhibition to nuisance bird populations. The program at the Field Station was part of the 3-day 2005 Southeastern Wildlife Conclave hosted by the University of Florida student chapter of The Wildlife Society. The Conclave attracted over 300 students representing 20 universities throughout the southeastern US.

A scientist from the NWRC, Bismarck, ND, and field station served as Major Advisor for two graduate students at North Dakota State University, Fargo during 2005. One Master of Science student, who finished her graduate training in May 2005, wrote a thesis titled "Avian use of harvested crop fields

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during spring migration through the southern Drift Plains of North Dakota”. This scientist also is currently serving on 2 other graduate student committees who are studying biological questions related to the management of blackbird damage to sunflower.

During the 2004-2005 school year, nine NWRC scientists and technology professionals participated in the APHIS-sponsored Science and Technology in the Classroom. The volunteers gave presentations on wildlife biology and wildlife damage management to elementary students in Fort Collins, Colorado.

An NWRC scientist presented information on biological, behavioral and regulatory principles involved in managing wildlife damage to 50 volunteers from the Colorado State University Cooperative Extension Wildlife Masters Program.

Demonstrations and Workshops

On Dec. 1, a wildlife biologist from the NWRC’s Florida Field Station participated in the 9th Annual Exotic Species Workshop for Southwest Florida held in Naples, Florida. The day-long workshop, presented by the Florida Panther and Ten Thousand Islands National Wildlife Refuges, featured presentations on current exotic species issues, management challenges, and control techniques. Topics included control of the introduced Nile monitor lizards in southwest FL, management of free-roaming cat colonies, exotic insect and mollusk invasions, and the management of exotic plants using biological control agents. Over 140 people participated in the workshop, including personnel from State and Federal resource conservation agencies, university research and extension programs, and private conservation groups.

On May 23 2005, a biologist with the NWRC Florida Field Station in Gainesville made a presentation to a group of 25 pre-schoolers about wildlife biology and wildlife damage problems. The children ranged in age from 2 to 4 and were treated to up-close demonstrations that included a black vulture, an American crow, 2 red-winged blackbirds, and a red rat snake. The class helped to band and release the blackbirds. The opportunity for these children to see and touch live animals, as well as to examine a variety of prepared skulls and pelts, furthers their appreciation for wildlife, especially in the urban environment. Also discussed were issues dealing with feeding wild animals, snake awareness and safety, and how wild animals can get into trouble when they interact with people and agriculture.

On August 26, 2005, scientists from the National Wildlife Research Center (NWRC), Colorado Division of Wildlife (CDOW) and CSU hosted a half-day media event/informational meeting highlighting a new collaborative study on black bears in Colorado. The meeting was attended by several local reporters and was held at the CDOW Area 8 office in Glenwood Springs, CO. The main objective of the study is to determine how the movement, behavior and ecology of black bears in urban areas relate to the management of human-bear conflicts. During the meeting, reporters met and interviewed lead scientists, as well as photographed trapping efforts in the Glenwood Springs area.

On April 5-7 2005, two scientists from the NWRC Bismarck, ND, field station, one biologist from ND/SD Wildlife Services, and graduate students from North Dakota State University (NDSU) attended an Invasive Species Workshop in Bismarck, ND and presented three papers titled “Quantification of

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cattail wetland attributes in the Prairie Pothole Region of North Dakota”, A summary of cattail management in wetlands used by roosting blackbirds to alleviate sunflower damage in North Dakota”, and “Effects of application date and spray volume on control of cattail with glyphosate herbicide”. Abstract proceedings are available upon request.

Meetings and Conferences

On October 19-21, 2004, the NWRC and the USFWS and The Wildlife Society’s Wildlife Damage Management Working Group hosted the 2nd National Invasive Rodent Summit in Fort Collins, CO. The conference was a follow-up to the “Rat Summit” held in San Francisco, CA, in 2001 and emphasized the management of rodents to conserve plants, other wildlife and habitats. The 105 attendees were from 10 countries and territories and 23 states. The scope of the problem, concerns, species involved, and lands affected were all considered. Examples of island eradication efforts were presented along with remaining challenges. Mainland rodent control efforts were presented and noted to be quite different from island eradications, differing in size of area, duration of effort, landownership, hazards and non-target issues, and residue accumulation. A session also addressed rodents and disease because many human and livestock diseases are hosted by rodents and their ecto-parasites.

On June 21-23, 2005, the NWRC hosted the annual meeting of the National WS Advisory Committee. The Committee provides recommendations to the Secretary of Agriculture on policies, program issues and research needs associated with the Wildlife Services (WS) program. It also serves as a public forum enabling those interested in WS’ activities to have a voice in the program’s policies. During the 3-day meeting at NWRC headquarters in Fort Collins, CO, the Committee received an overview of the Center’s research and outreach efforts, as well as discussed and provided recommendations regarding WS’ aerial operations strategic plan, wildlife disease surveillance program, policies associated with several federal laws, and other wildlife damage management issues.

On January 12-13, 2005, a scientist from the National Wildlife Research Center (NWRC) Bismarck, ND, field station attended the 27th annual Sunflower Research Workshop in Fargo, ND. Four posters were presented by WS and North Dakota State University scientists on management of blackbird damage to sunflower. Poster titles included “Avian use of commercial sunflower and grain crops compared to USDA Wildlife Conservation Sunflower plots in North Dakota,” “Blackbird use and damage of Wildlife Conservation Sunflower Plots,” “Evaluation of Lorsban-4E aerially sprayed on sunflower plots for bird repellency” and “Maternal yolk steroids: A potential compensatory mechanism red-winged blackbirds (*Agelaius phoeniceus*) in North Dakota.” Proceedings from this workshop will be published on the website of the National Sunflower Association at www.sunflowernsa.com.

On August 17-19, 2005, a scientist from the National Wildlife Research Center (NWRC) Bismarck, ND, field station and ND/SD Wildlife Services attended the Northern Great Plains Workshop on Capturing, Marking, and/or Removal of Birds and Mammals in Brookings South Dakota. The NWRC scientist presented a paper titled “Aerial mass color – marking of blackbird roosts”. NWRC scientists developed this marking technique in the early 1980s and are considered international authorities for the aerial marking of birds. The paper was published in the Proceedings of the Northern Great Plains Workshop.

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During March 16 - 18, three biologists from the Florida Field Station of the National Wildlife Research Center (NWRC) participated in the spring conference of the Florida Chapter of The Wildlife Society (FLTWS) in Tarpon Springs, FL. The conference was a joint meeting of the Coastal Plain Chapter of The Society for Ecological Restoration and the FLTWS and was held at the Brooker Creek Preserve, an 8,500-ac wilderness area in Pinellas County, Florida. One NWRC biologist presented a paper entitled "The use of geographic information systems in wildlife damage control" which was well-received by the more than 70 attendees. Additionally, one NWRC biologist was appointed to the FLTWS executive board for a 2-year term, and another was appointed to the planning committee for the 2008 international conference of The Wildlife Society which will be hosted by the FLTWS.

During 2005, NWRC scientists participated in several other key meetings and conferences, including the 9th Annual Exotic Species Workshop for Southwest Florida, the 11th Annual Wildlife Damage Management Conference, the 45th Ohio Fish and Wildlife Conference, Armed Forces Pest Management Board Meeting, Centers for Disease Control and Prevention: 2005 National West Nile Conference, Global Good Agricultural Practice Conference, Hawaii Orchid Growers Association Meeting, Infectious Disease and Immunity Colloquium – World Health Organization, John F. Kennedy International Airport Hazard Task Force Meeting, Ohio Coordinating Committee for the Control of Depredating Birds, and the Wildlife Diversity Conference – Big, Bold and Beautiful.

NWRC scientists had 122 peer-reviewed journal articles published in FY2005, and initiated 62 protocols. Other NWRC publications include the Highlights Report, the NWRC Research Update, one official factsheet, 2 official press releases, and one article in the Federal Laboratory Consortium.

Develop and increase program delivery outreach efforts to under served customers.

California Wildlife Services program developed a public website, which is available to anyone with a computer and access to the internet that contains information on wide variety of subjects related to wildlife damage management. The program's efforts have been initiated in the past year to reach areas of the state in which we have not active programs for many years. An educational exhibit has been maintained at the National Western Stock Show for the past few years. This exhibit provides the opportunity to make citizens in the Denver area aware of the services provided by Wildlife Services.

In October, the Guam Wildlife Services program was invited to participate in the Andersen Air Force Base (AAFB), Guam Open House and Air Show. This was the first time AAFB had been open to members of the general public since the 9/11 tragedy. Wildlife Services staffed an informational booth for the duration of the event, which was attended by some 25,000 Guam residents. Over 200 brown treesnake posters and 500 brown treesnake brochures were distributed during the open house.

On November 30, the Hawaii/Guam/Pacific Islands State Director attended a local Hawaii workshop sponsored by staff from Senator Daniel Inouye's Washington DC based office. The primary purpose of the four-hour long workshop was to gather various USDA agency Directors in the Hawaiian Islands and address how to become more proactive in meeting public interest and needs associated with Congressional support for Island Agriculture in the coming years. The Wildlife Services State Director

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presented information associated with the program's Technical and Operational assistance available to the general public.

In February Management staff from the Guam Wildlife Services program participated in the development of a Guam-based Invasive Species Committee. The newly formed committee is made up of representatives from local and Federal government agencies who are tasked to develop strategies that can address prevention and responses to invasive species that impact Guam and the surrounding islands throughout Micronesia. Wildlife Services plays a key role in these efforts, as Wildlife Services possesses the capability to implement large-scale operation work in a manner that other local agencies cannot.

On March 28, Hawaii Wildlife Services personnel met with Dr. Go Ogura of the faculty of Agriculture, University of the Ryukyus, Okinawa, Japan. Dr. Ogura was interested in learning how natural resources managers in Hawaii, namely Wildlife Services, were controlling introduced Indian Mongoose within island ecosystems. The same species of Mongoose found in Hawaii was introduced to Okinawa in the early part of the 20th century. The Japanese are attempting to establish control of the mongoose in Okinawa which threatens the existence of their endemic forest birds. Hawaii Wildlife Services provided information on the available control tools and techniques used by the program over the past 18-years to effectively control mongoose. In June, a contingent of six Japanese researchers from Okinawa visited the Hawaii Wildlife Services program at which time they were taken to several field sites where active mongoose control was occurring.

The 4th Western Micronesian Chief's Executive Summit was held on Guam from April 19-22, 2005. The annual forum brings together regional political leaders, including the Governor's of Guam, the State of Yap, the Republic of Palau and the Commonwealth of the Northern Mariana Islands, to discuss issues of regional importance. Guam Wildlife Services Management staff also representing the Guam Invasive Species Committee, presented information on brown treesnake control and interdiction.

The New Mexico program Outreach efforts included assisting and coordinating with New Mexico State University in implementing the Joe Skeen Scholarship and Student Career Employment Program, participating in state legislative Agricultural Fest, Agricultural Expo., school science camps, Ag. in the classroom and living with wildlife.

The Wyoming program moved the Casper Aircraft to Thermopolis to provide aerial services to underserved customers in the Bighorn Basin and the Wind River Reservation. Developed an agreement with Converse County to staff a Wildlife Services Specialist there, and hired a specialist for that area. Also developed agreements with non-cooperating counties (no staff) to provide aerial services.

The Wyoming employees have also had exhibits at Wyoming Ag in the Classroom in Casper, Cheyenne, Riverton, Rock Springs, and Wyoming Game and Fish Sportsmen's Exposition in Casper, Wyoming.

Michigan WS representatives attended the 2nd Indigenous Farming Conference in Mt. Pleasant, with a display and information regarding WS assistance to protect agriculture. This was a national conference supporting Native American farming and archival species preservation.

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Minnesota WS employees staffed a display of WS program activities and career opportunities at two Native American job and career fairs during the month of February. One of the job/career fairs sponsored by the Leech Lake Reservation Education Division and the other is sponsored by the Fond du Lac Tribal and Community College. An estimated 1,400 high school students from 25 area schools participate in these unique and important educational events.

North Carolina WS employees gave an early American Wildlife presentation to 280 Native American and African American grade school children and adults at the NC Indian Cultural Center in Pembroke. Employees presented a Native Wildlife Display involving live and mounted animals at the annual Hawaii-Saponi Native American Tribe "Cultural Exchange Day." Approximately 2,200 visitors attended the event. Wildlife Services also coordinated APHIS participation in "Agriculture and Environmental Career Expo 2005," a partnership of agricultural and environmental organizations for students at North Carolina A&T State University, an 1890 historically black university. Informational packets about careers in WS were also distributed. Students inquiring about job opportunities, including internships, were addressed.

New York WS attended the Annual Tribal Conference at the New York State Capitol. The Conference was hosted by the Office of Governor Pataki and organized by the U.S. Department of Health and Human Services. Representatives from three New York tribes (St. Regis Mohawk, Oneida and Seneca) attended the conference.

The Missouri State Director has been active in attendance at monthly meetings and assisting the Lincoln University USDA-APHIS-WS/Forest Service Wildlife Initiative. This involves mentoring and training of minority students for eventual placement within the Wildlife Services or Forest Service programs. Lincoln University is a Historically Black University.

In Tennessee, WS representatives initiated contact with administrative personnel at Lane College, one of this nation's oldest Historically Black Colleges and Universities, and the first four-year institution established by the Christian Methodist Episcopal Church for the purpose of generating interest in developing options that will expose a greater number of under represented groups to the field of wildlife damage management. Dialogue continues to focus on increasing education and career opportunities in the field of wildlife damage management for students in these under represented groups.

The Missouri/Iowa WS State Director represents APHIS on the USDA Outreach Council for Missouri. This council develops ways to better serve under-represented groups within the state.

The State Director for South Carolina WS attended the SC Farmers and Landowners Outreach Workshop in Orangeburg. The workshop is part of the South Carolina Outreach Council's initiative to reach rural communities and improve the services offered by many federal and state government programs.

Two Eastern Region State Directors were nominated and selected to receive the APHIS Administrator's Civil Rights Award in the "Supervisors/Managers" category. Indiana State Director was also nominated and selected to receive the WS EEO/CR Award in the "Supervisors/Managers" category.

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NWRC collaborated with Mississippi State University and the Berryman Institute to establish an internship at the NWRC Mississippi Field Station for minority students in an effort to extend information and opportunities to this under-served community. An African-American student served in this internship during the 2004-2005 school year. NWRC scientists at Texas A&M Kingsville (a Hispanic serving institution) made 5 classroom presentations/lectures to undergraduate and graduate students. NWRC hosted a SCEP internship for the summer of 2005. A student from New Mexico State University participated in a West Nile Virus study to develop better surveillance methods and improve directed vector control programs.

Ensure internal policies, practices, and systems support fair and equitable delivery of programs and services.

The NWRC observes established guidelines when recruiting and posts required information on EEO and other important policies, and reiterates the importance of employees and customers at staff meetings and other appropriate venues.

Programs and services are delivered to all customers upon request, as resources permit. When recruiting, position ads are disseminated as widely as possible to attract under-represented applicants.

Ensure managers, supervisors and other employees are accountable for program delivery outreach.

All appropriate WS managers and supervisors complete the EEO Status Report as required by Management Directive 715. Employees are held accountable and encouraged to establish new contacts to enhance the public knowledge of what Wildlife Services has to offer. All employees are evaluated in their performance standards for 3 major program delivery components. One critical element deals with providing wildlife services. This element evaluates general outreach involvement as well as the quality of program delivery to our customers. A second critical element deals with information and communication. The employees are evaluated on their efforts and success at communicating with one another and at getting the word out to cooperators in an effective manner. A third critical element deals with EEO and how the employees deal with people to ensure that they are held accountable and are nondiscriminatory in their dealings with people.

The NWRC Project Management System serves as a tool to ensure that Program Managers, Project Leaders, and other principal scientists are accountable for meeting Project objectives and reporting results to stakeholders and cooperators. Annual status reports documenting the progress of NWRC research projects are provided to the NWRC Director by the Program Managers. Stakeholders and cooperators are invited to the Center and/or Field Stations for mid-project and final reviews of all research projects. These reviews provide the stakeholders the opportunity to review the objectives, protocols, and accomplishments, and be informed of the recommendations by the scientists and Program Managers.